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NEW YORK (STATE) DEPARTMENT OF LABOR

ANNUAL REPORTS  
OF  
DEPARTMENT BUREAUS

FOR THE TWELVE MONTHS ENDED SEPTEMBER 30

1910

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VOL. I

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FACTORY INSPECTION  
MERCANTILE INSPECTION  
MEDIATION AND ARBITRATION



ALBANY  
STATE DEPARTMENT OF LABOR  
1912

JAN 18 1913.

# STATE OF NEW YORK

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No. 26-B

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## IN ASSEMBLY

MAY 16, 1911

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ANNUAL REPORTS

OF THE

## DEPARTMENT OF LABOR

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STATE OF NEW YORK :

DEPARTMENT OF LABOR,

ALBANY, May 16, 1911.

*To the Legislature :*

Pursuant to law, the annual reports of the Bureaus of Factory Inspection, Mercantile Inspection and Mediation and Arbitration for the year ended September 30, 1910, are herewith submitted.

Respectfully,

JOHN WILLIAMS,

*Commissioner.*





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**PART I.**

---

**BUREAU OF FACTORY  
INSPECTION.**

[7]



# I.

## REPORT OF THE FACTORY INSPECTOR.

HON. JOHN WILLIAMS,

*Commissioner of Labor, Albany, N. Y.*

SIR: The following tables summarize the work of the Bureau of Factory Inspection for the year ended September 30, 1910:

### 1. WORK OF DEPUTY FACTORY INSPECTORS.

*Summarized from Statistical Table I, post.*

Regular inspections:	1910.	1909.	1908.	1907.
Factories in separate buildings.....	12,178	11,571	11,854	12,431
Tenant factories.....	25,847	24,304	23,480	22,974
Laundries.....	2,320	2,359	1,915	1,967
Bakeries.....	4,156	4,853	4,101	3,874
Mines or quarries.....	84	121	118	173
Tunnel workings.....	46	13	22	.....
Tenant factory buildings.....	150	277	125	820
Tenement buildings (licensee).....	12,035	10,219	8,751	4,577
<b>Total.....</b>	<b>56,816</b>	<b>53,717</b>	<b>50,393</b>	<b>46,816</b>
Special inspections (factories, laundries, bakeries).....	1,368	1,147	1,427	1,476
Investigations:				
Applications for license.....	1,835	3,179	3,195	3,740
Complaints.....	938	870	603	643
Compliances.....	\$35,460	\$30,640	*\$2,448	\$3,863
On special orders.....	2,967	3,074	3,473	1,412
<b>Total.....</b>	<b>41,200</b>	<b>37,763</b>	<b>39,719</b>	<b>40,658</b>
Observations — tenement buildings (unlicensed).....	2,125	2,135	4,736	5,430
tunnel workings.....	75	200	186	.....
Tagging to stop work:				
Goods in tenements (§ 100).....	126	104	71	251
Goods in tenant factories (§ 95).....	469	399	446	356
Articles in bakeries (§ 114).....	191	59	14	26
Unsafe machinery (§ 81).....	.....	3	11	.....
Scaffolding (§ 19).....	.....	1	3	1
<b>Total.....</b>	<b>786</b>	<b>566</b>	<b>545</b>	<b>634</b>
Prosecutions begun **.....	610	511	743	374
Days or parts of days on court work.....	1,442	1,699	1,793	†

† Not reported.

\* Includes 19,211 first and 13,237 subsequent visits.

† Includes 19,775 first and 10,865 subsequent visits.

‡ Includes 21,929 first and 13,531 subsequent visits.

\*\* See detailed table of prosecutions below.

## 2. ORDERS AND COMPLIANCES.

Summarized from Statistical Table II, post.

SUBJECT OF ORDERS.	ORDERS ISSUED.*		COMPLIANCES REPORTED.	
	Total.	Thereof in New York City.	Total.	Thereof in New York City.
1. Administration (posting law, etc.)	30,468	25,371	30,338	25,350
2. Sanitation and safety	35,197	22,433	27,896	19,751
<i>Lighting</i>	1,367	1,016	1,297	971
<i>Ventilation and overcrowding</i>	2,016	2,008	251	244
<i>Time allowed for meals</i>	25	22	24	22
<i>Cleanliness and sanitary conveniences</i>	13,337	11,689	12,308	11,236
<i>Dangerous machinery</i>	13,409	4,965	9,952	4,693
<i>Elevators and hoistways</i>	1,518	616	1,285	599
<i>Protection from fire</i>	1,027	813	928	796
<i>General safety</i>	2,498	1,304	1,851	1,190
3. Children	1,814	1,430	1,737	1,413
4. Women and minors	292	193	268	190
5. Laundries (special)	110	100	104	97
6. Bakeries (special)	4,779	3,733	4,036	3,272
7. Mines and quarries	152	.....	†	.....
Total	72,812	53,260	64,379	50,073

## 3. PROSECUTIONS (FACORIES AND MINES).

Summarized from Statistical Table III, post.

RESULTS TO SEPTEMBER 30, 1910.							
OFFENSE.	No. of cases.	Pend- ing.	Dis- missed or ac- quitted.	With- drawn.	CONVICTED.		
					Sentence sus- pended.	Fined.	Fines
(A). Proceedings Instituted Before October 1, 1909.							
II. SANITATION AND SAFETY:							
Failure to provide lights in halls, stairways or water-closets	1				1		
Failure to provide water-closets	3		2			1	\$50
Failure to supply sufficient water to flush water-closets	1		1				
Failure to keep water-closets clean	1					1	25
Failure to provide dressing rooms	2					2	40
Failure to provide wash rooms	1				1		
Failure to provide sufficient ventilation	5	1		3		1	20
Failure to provide exhaust fans	16				14	2	40
III. CHILDREN:							
Employing children under 14	14		2	3	2	7	1:5
Employing children under 16 without Board of Health certificates	35	2	6		11	16	3 0
Employing children under 16 more than 8 hours per day	1			1			
Employing children under 16 after 5 P. M. or before 8 A. M.	1					1	20
IV. WOMEN AND MINORS:							
Employing women more than 60 hours per week	6		6				
VI. WORK SHOPS IN TENEMENTS:							
Permitting goods to be manufactured in unlicensed houses	6		2			4	80
X. MISCELLANEOUS:							
Failure to pay wages weekly	1					1	250
Total	94	3	19	7	29	36	\$990

\* Exclusive of orders suspended, rescinded, etc.

† Cwing to illness of mine inspector, no investigations as to compliances were made in this year



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 11

## 3. PROSECUTIONS (FACORIES AND MINES) — Continued.

RESULTS TO SEPTEMBER 30, 1910.

OFFENSE.	No. of cases.	Pend- ing.	Dis- missed or ac- quitted.	CONVICTED.			Fines.
				With- drawn.	Sentence sus- pended.	Fined.	
(B). Proceedings Instituted in Current Year.							
I. ADMINISTRATION:							
Failure to report accident.....	9				9		
Interfering with deputy factory inspector.....	5		5				
II. SANITATION AND SAFETY:							
Failure to provide lights in halls, stairways or water-closets.....	3	2			1		
Failure to provide water-closet.....	6		2	1	1	2	\$40
Failure to provide sufficient water to flush water-closets.....	1						1 20
Failure to keep water-closets clean.....	4	1				3	75
Failure to repair water-closets.....	1	1					
Failure to provide separate water-closets.....	2		2				
Failure to whitewash walls of water-closets.....	1		1				
Failure to provide dressing room.....	12	5			6	1	20
Failure to provide drying room in foundry.....	1					1	25
Failure to keep floors clean.....	1	1					
Failure to paint halls.....	1		1				
Failure to provide sufficient ventilation.....	2	1				1	100
Failure to provide sufficient air space.....	3				2	1	20
Failure to provide exhaust fans.....	13	2	2		8	1	50
Failure to guard saws.....	7		3		4		
Failure to guard set screws.....	2					2	45
Failure to guard fly wheel.....	1		1				
Failure to guard shafting.....	1	1					
Failure to guard overhead belting.....	2				1	1	50
Failure to provide hand rail.....	2				2		
Failure to keep doors unlocked during working hours.....	1		1				
III. CHILDREN:							
Employing children under 14.....	66	15	4		19	28	595
Employing children under 16 without Board of Health certificate.....	221	43	31	5	60	82	1,705
Employing children under 16 more than 8 hours per day.....	12	1	1	1	5	4	100
Employing children under 16 after 5 P. M. or before 8 A. M.....	192	5	20	2	111	54	1,235
Employing children under 16 on dangerous machinery.....	1					1	20
IV. WOMEN AND MINORS:							
Employing women and minors more than 6 days in one week.....	9				7	2	45
Employing women and minors more than 60 hours per week.....	8				4	4	90
Employing females after 9 P. M.....	6				5	1	25
VI. WORK SHOPS IN TENEMENTS:							
Permitting goods to be manufactured in unlicensed houses.....	1					1	20
VII. BAKERIES:							
Removing labels from oven and instruments.....	1					1	20
Failure to provide ventilating pipes over oven door.....	3		1		2		
Failure to whitewash walls and ceilings.....	2				2		
Failure to plaster stone walls of bakery.....	1	1					
X. MISCELLANEOUS:							
Failure to pay wages weekly.....	5	1		2		2	100
Failure to pay wages in cash.....	1	1					
Total.....	610	81	75	11	249	194	\$4,400
Grand total.....	704	84	94	18	278	230	\$5,390

## 4. COMPLAINTS UNDER THE FACTORY LAW.

*Summarized from Statistical Table IV, post.*

SUBJECT OF COMPLAINT.	COMPLAINTS SPECIALLY INVESTIGATED.				Anonymous complaints. §
	Sus-tained.	Not sus-tained.	Place not found.	Total.	
FACTORIES.					
Administration (posting law, etc.).....	3	3	.....	6	3
Sanitation and safety.....	193	100	8	301	442
<i>Lighting</i> .....	21	8	.....	29	49
<i>Ventilation and overcrowding</i> .....	26	13	.....	39	60
<i>Time allowed for meals</i> .....	.....	6	.....	6	24
<i>Cleanliness and sanitary conveniences</i> .....	88	51	7	146	221
<i>Dangerous machinery</i> .....	34	9	1	44	38
<i>Elevators, hoistways, etc.</i> .....	2	1	.....	3	5
<i>Protection from fire</i> .....	12	6	.....	18	29
<i>General safety</i> .....	10	6	.....	16	16
Children.....	40	90	10	140	167
Women and minors.....	11	28	.....	39	60
Laundries (special).....	.....	.....	.....	.....	2
Workshops in tenements.....	16	23	1	40	86
General violation of the factory law (including complaints without particulars).....	.....	.....	.....	.....	9
BAKERIES (SPECIAL).					
Waterclosets, drainage or plumbing.....	34	23	1	58	3
Ventilation.....	10	2	.....	12	3
Sleeping in bakery.....	1	5	.....	6	2
Cleanliness.....	99	67	2	168	24
Ceiling not 8 feet in height.....	1	2	.....	3	3
Walls or ceiling defective.....	7	1	.....	8	.....
Flooring.....	5	2	1	8	1
Other violations of bakeshop law.....	3	.....	.....	3	1
CONDITIONS NOT WITHIN DEPARTMENT'S JURISDICTION.					
.....	.....	.....	21	21	17
Total.....	423	346	44	*813	†823

\* The number of separate communications was 624. Included therein were 147 which covered more than one subject (118 covered two, 23 covered three, 3 covered four, 2 covered six and 1 covered seven subjects).

† The number of separate communications was 593. Included therein were 151 which covered more than one subject (98 covered two, 37 covered three, 8 covered four, 6 covered five and 2 covered six subjects).

§ Investigated in course of regular inspections; no special reports made by inspectors.

5. ACCIDENTS REPORTED IN FACTORIES, MINES AND QUARRIES IN YEAR ENDED SEPTEMBER 30, 1910.

Summarized from Statistical Tables V, VI and VIII, *post*.

(a) AGE AND SEX OF PERSONS INJURED.

CAUSE.	AGE.				SEX.		
	Under 16 years.	16-18 years.	18 + years.	Not stated.	Total.	Males.	Females.
Mechanical power.....	72	763	10,306	104	11,245	10,567	678
Heat and electricity.....	6	48	2,062	19	2,135	2,106	29
Fall of person.....	11	56	1,909	17	1,993	1,923	70
Injured by weights.....	4	98	5,731	20	5,853	5,833	20
Flying objects.....	2	16	1,034	8	1,060	1,057	3
Vehicles and accidents caused by animals.....	2	14	431	3	450	448	2
Miscellaneous.....	8	98	2,531	17	2,654	2,586	68
<b>Total.....</b>	<b>105</b>	<b>1,093</b>	<b>24,004</b>	<b>188</b>	<b>25,390</b>	<b>24,520</b>	<b>870</b>

(b) CAUSE AND EXTENT OF INJURIES.

CAUSE.	EXTENT OF INJURIES.				
	Total. cases.	Serious, probably Temporary.	permanent.	Permanent.	Fatal.
Mechanical power.....	11,245	7,739	1,621	1,731	154
Heat and electricity.....	2,135	1,818	175	29	113
Fall of person.....	1,993	1,857	78	28	30
Injured by weights.....	5,853	5,302	334	178	39
Flying objects.....	1,060	929	102	29	.....
Vehicles, and accidents caused by animals....	450	397	36	12	5
Miscellaneous.....	2,654	2,478	130	34	12
<b>Total.....</b>	<b>25,390</b>	<b>20,520</b>	<b>2,476</b>	<b>2,041</b>	<b>353</b>

(c) EXTENT OF INJURIES, BY INDUSTRIES.

INDUSTRIES.	EXTENT OF INJURIES.				
	Total cases.	Serious, probably Temporary.	permanent.	Permanent.	Fatal.
1. Stone, clay and glass products.....	743	565	61	73	44
2. Metals, machines and conveyances.....	15,836	13,049	1,550	1,120	117
3. Wood manufactures.....	1,562	1,090	183	298	21
4. Leather and rubber goods.....	453	330	51	61	11
5. Chemicals, oils, paints, etc.....	1,130	980	71	42	28
6. Paper and pulp.....	1,171	919	153	87	12
7. Printing and paper goods.....	721	527	100	89	5
8. Textiles.....	1,264	1,039	105	112	8
9. Clothing, millinery, laundry, etc.....	288	227	29	27	5
10. Food, liquors and tobacco.....	763	608	62	65	28
11. Water, light and power.....	627	548	37	18	24
12. Tunnel construction.....	817	647	73	48	49
13. Tenant factory buildings.....	15	12	1	1	1
<b>Total.....</b>	<b>25,390</b>	<b>20,520</b>	<b>2,476</b>	<b>2,041</b>	<b>353</b>

## 6. CHILDREN FOUND IN FACTORIES.†

COUNTY.	UNDER 16 BUT NOT UNDER 14, EMPLOYED —				UNDER 14 YEARS. (Illegally employed.)		Total children under 16.
	LEGALLY.*		ILLEGALLY.†		Boys.	Girls.	
	Boys.	Girls.	Boys.	Girls.			
Albany.....	148	193	.....	9	.....	.....	350
Allegany.....	1	3	.....	.....	.....	.....	4
Broome.....	12	30	1	2	.....	.....	45
Cattaraugus.....	23	26	.....	.....	.....	.....	49
Cayuga.....	25	29	.....	.....	.....	.....	54
Chautauqua.....	96	76	3	.....	.....	.....	175
Chemung.....	8	16	.....	.....	.....	.....	24
Chenango.....	1	10	2	1	.....	.....	14
Clinton.....	4	9	.....	.....	.....	.....	13
Columbia.....	33	26	.....	.....	.....	.....	59
Cortland.....	7	2	1	.....	.....	.....	10
Delaware.....	2	1	.....	.....	.....	.....	3
Dutchess.....	32	21	.....	.....	.....	.....	53
Erie.....	558	412	22	21	1	.....	1,014
Essex.....	.....	.....	.....	.....	.....	.....	.....
Franklin.....	12	4	7	6	2	.....	31
Fulton.....	77	82	4	.....	6	1	170
Genesee.....	19	22	1	.....	1	3	46
Greene.....	3	2	.....	.....	.....	.....	5
Hamilton.....	.....	.....	.....	.....	.....	.....	.....
Herkimer.....	20	36	1	.....	.....	.....	57
Jefferson.....	9	7	.....	.....	.....	.....	16
Kings‡.....	522	1,113	55	80	13	8	1,791
Lewis.....	2	2	.....	.....	.....	.....	4
Livingston.....	1	.....	.....	.....	.....	.....	1
Madison.....	6	11	.....	.....	.....	.....	17
Monroe.....	341	460	11	16	2	4	834
Montgomery.....	71	102	1	.....	.....	.....	174
Nassau.....	3	5	6	.....	.....	1	15
New York‡.....	1,313	2,835	140	262	25	29	4,604
Niagara.....	65	69	11	5	1	.....	151
Oneida.....	164	250	1	.....	.....	.....	415
Onondaga.....	152	165	6	7	.....	2	332
Ontario.....	.....	.....	.....	.....	.....	.....	.....
Orange.....	73	38	1	.....	.....	.....	112
Orleans.....	17	9	2	.....	.....	.....	28
Oswego.....	31	47	1	.....	.....	.....	79
Otsego.....	3	9	.....	.....	.....	.....	12
Putnam.....	3	1	.....	.....	.....	.....	4
Queens‡.....	175	301	14	22	3	5	520
Rensselaer.....	62	84	4	2	.....	.....	152
Richmond‡.....	38	39	2	.....	.....	.....	79
Rockland.....	20	12	.....	.....	.....	.....	32
St. Lawrence.....	12	28	5	2	.....	.....	47
Saratoga.....	8	19	2	.....	.....	.....	29
Schenectady.....	95	12	.....	.....	.....	.....	107
Schoharie.....	.....	.....	.....	.....	.....	.....	.....

‡ This tabulation is made from slips turned in especially for the purpose by factory inspectors with each inspection report. For more detailed figures as to sex and age of children employed, for cities and towns and also for industries, see Statistical Tables XI-XIV, *post*. The figures in the latter do not agree precisely with the figures here, since the child labor slips are tabulated for every inspection made, so that some children are duplicated in the count, while in Tables XI-XIV only the latest inspection report is used.

\* i. e. with employment certificates.

† i. e. without employment certificates.

6. CHILDREN FOUND IN FACTORIES — *Continued.*

COUNTY.	UNDER 16 BUT NOT UNDER 14. EMPLOYED —				UNDER 14 YEARS. (Illegally employed.)		Total children under 16.
	LEGALLY.*		ILLEGALLY.†		Boys.	Girls.	
	Boys.	Girls.	Boys.	Girls.			
Schuyler.....							
Seneca.....	3	5					8
Steuben.....	8	3					11
Suffolk.....	36	54	3	1			94
Sullivan.....			4		1		5
Tioga.....		3					3
Tompkins.....	1	1					2
Ulster.....	100	136					236
Warren.....	2	3					5
Washington.....	7	19					26
Wayne.....	14	13	1				28
Westchester.....	57	67	2	9	2		137
Wyoming.....	13	22					35
Yates.....	6	3					9
Total: 1910.....	4,514	6,947	314	445	57	53	12,330
1909.....	4,189	5,411	323	419	44	36	10,415
1908.....	4,711	5,434	672	656	144	161	11,778
1907.....	5,999	6,483	1,212	1,123	108	57	14,982

7. NUMBER OF CHILDREN'S EMPLOYMENT CERTIFICATES ISSUED BY  
BOARDS OF HEALTH IN FIRST AND SECOND CLASS CITIES.

*Summarized from Statistical Table X, post.*

	1907.	1908.	1909.	1910.
New York City:‡				
Bronx Borough.....	1,875	2,101	2,450	3,186
Brooklyn Borough.....	1,078	5,354	8,910	11,214
Manhattan Borough.....	12,266	12,772	14,936	18,261
Queens Borough.....	669	607	1,596	2,262
Richmond Borough.....	144	103	120	137
Total.....	16,032	20,937	28,012	35,069
Buffalo.....	1,250	832	1,123	1,403
Rochester.....	965	556	1,063	1,378
Syracuse.....	816	674	856	930
Albany.....	231	110	174	258
Troy.....	361	280	306	369
Utica.....	440	288	406	601
Yonkers.....	113	105	195	135
Schenectady.....	280	134	204	312

\* i. e. with employment certificates.

† i. e. without employment certificates.

‡ Figures for New York City include "mercantile" as well as "manufacturing" certificates.

## 8. TENEMENT MANUFACTURES.

STATEMENT OF LICENSES FOR ENTIRE PERIOD OF AMENDED LAW (OCT. 1, 1904-SEPT. 30, 1910).

	New York City.	Re- mainder of State.	Total.
Total applications received.....	15,183	567	15,750
Total applications granted.....	13,673	563	14,236
Total applications refused (net)*.....	170	4	174
Applications canceled.....	1,320	.....	1,320
Applications pending.....	20	.....	20
Licenses canceled at request of applicants.....	801	12	813
Licenses revoked for unlawful conditions.....	31	.....	31
Total number of licensed premises.....	12,841	551	13,392

## RECORD OF LICENSES FOR 1910.

	New York City.	Re- mainder of State.	Total. 1909.	Total. 1910.
Applications pending at end of previous year.....	12	.....	12	10
Applications received during year.....	1,637	10	1,647	1,816
Total.....	1,649	10	1,659	1,826
On first investigation:				
Applications granted.....	1,452	10	1,462	1,569
Applications refused.....	154	.....	154	222
Applications canceled.....	23	.....	23	23
Applications pending at end of year.....	20	.....	20	12
On reinvestigation of applications previously refused:				
Applications granted.....	119	.....	119	322
Applications refused again.....	38	.....	38	132
Applications canceled.....	43	.....	43	227
Total.....	200	.....	200	681
On reinvestigation of applications previously suspended:				
Applications granted.....	.....	.....	.....	160
Applications refused.....	.....	.....	.....	57
Applications canceled.....	.....	.....	.....	523
Total.....	.....	.....	.....	749
Licenses canceled at request of licensee.....	277	.....	277	112
Licenses revoked for unlawful conditions.....	11	.....	11	0
Net increase or decrease in—				
Outstanding licenses.....	+1,283	+10	+1,293	+1,939
Refused applications.....	—8	.....	—8	—270
Canceled applications.....	+66	.....	+66	+773
Outstanding licenses at end of year.....	12,841	551	13,392	12,099

\* A total of 4,603 applications (all but 27 in New York City), have been refused on first investigation; but all but 174 of these were afterward granted or canceled on reinvestigation.

8. TENEMENT MANUFACTURES — *Continued.*

## REGISTERS OF OUTSIDE WORKERS, 1910.

MONTH.	Notifi- cations issued.	Registers filed.	Not found or out of business.	Report no outside handl.
October, 1909.....	202	253	209	78
November, 1909.....	334	191	59	25
December, 1909.....		15		1
January, 1910.....	285	65	29	10
February, 1910.....	584	292	32	26
March, 1910.....	464	195	30	7
April, 1910.....	380	272	41	23
May, 1910.....	170	247	27	33
June, 1910.....	229	192	21	29
July, 1910.....	183	170	28	20
August, 1910.....	17	26	1	4
September, 1910.....	25	71	13	6
Total: 1910.....	2,924	1,999	463	262
1909.....	2,947	2,292	253	342
1908.....	2,743	2,101	330	432
1907.....	5,740	1,832	327	576

## WORK OF DEPUTY FACTORY INSPECTORS (TABLE 1).

During the year ended September 30, 1910, the force of deputy factory inspectors made regular inspections throughout the state, including factories, laundries, mines, tunnels and tenement houses, to the number of 56,816. This number exceeds the figures for the previous year by 3,099. In fact, the number of inspections during the past four years shows the same steady increase, year by year, for in 1907, 46,816 inspections were made, exactly ten thousand less than in the last year. The number of manufacturing plants is growing, while new legislation has extended the power and duties of the Department in various ways.

The popularity of the modern loft buildings with all the conveniences in the way of elevators, light, heat, ventilation and sanitary arrangements is evidenced by the fact that their number is rapidly increasing, especially in New York city. As a result inspections of factories located in such buildings numbered 25,847 as against 24,304 during the previous year, or nearly three thousand more than in 1907, while the number of inspections of factories in separate buildings for the same period has decreased 253.

A tenant factory is a building with at least two tenants, one of which is a factory. Therefore, the loft building used wholly or

partially for manufacturing purposes holds about two-thirds of the factories of the state. Until quite recently, very few such buildings were found outside of New York city, but from the standpoint of convenience and economy they are attractive to most manufacturers of light goods and, as a consequence many up-state cities are erecting loft buildings. Aside from nearly 57,000 regular inspections, 41,200 visits were made on applications for licenses, in the investigation of complaints and compliances with orders. Of the visits on compliances, 21,929 were first and 13,531 were second or subsequent visits.

A slight increase over 1909 is noted in tagging of goods in tenements, while seventy more tenant factories were tagged in 1910 than in 1909. In bakeries the ovens and utensils were tagged in 191 cases, and in some instances such bakeries have not been re-opened. The use of the tag in bakeries may have something to do with the total number of inspections in bakeries, which decreased 697 from the figures of the previous year.

The total number of prosecutions instituted by officials of the factory inspection bureau was 608, while the days or parts of days spent in court by deputies in connection with these cases were 1,442. In 1909, 1,699 days in court were spent on 511 cases; the increase in number of cases and decrease in time, speak well for Counsel F. H. Cunningham and his assistant, Charles Whelan, who have charge of the legal work of the bureau.

During the past year, many complaints have been received, alleging that corporations were failing to pay the wages of employees weekly. All such complaints have been investigated, and whenever sustained, orders were issued, directing compliance with the statute. I know of no instance where compliance with the order has not been reported.

#### PROSECUTIONS (TABLE 3).

On September 30, 1909, there were ninety-four pending cases, and at the end of our 1910 year there were three of these still pending, two of which were tried in January, 1909, in which no decision has as yet been rendered. With the three exceptions noted above, the ninety-four pending cases have been disposed of as follows: Nineteen were dismissed or acquitted, seven with-



drawn, while out of sixty-five convictions, defendants received suspended sentences in twenty-nine instances, and in the other thirty-six paid fines amounting to \$990.

During the current year, 610 separate cases were begun, with the following results: Eighty-one were pending at the close of the year, seventy-five were acquitted or dismissed in the Magistrates' Courts, and eleven cases were withdrawn. There were 443 convictions, with 249 suspended sentences and 194 cases in which fines to the extent of \$4,400 were imposed.

In nine cases where actions were instituted for failure to report accidents, defendants were let off with suspended sentences. For interfering with deputy factory inspectors while engaged in the performance of their official duties the five defendants were acquitted before leaving magistrates. Under violations of the law relating to sanitation and safety, sixty-seven cases were begun and out of 39 convictions, fines were imposed against fourteen defendants. As usual the illegal employment of children furnished the largest number of cases, 492 coming under this head. In forty-seven convictions for employing children under fourteen years of age, fines of \$570 were imposed against twenty-eight defendants. There were 221 cases for the illegal employment of children between the ages of 14 and 16, resulting in 142 convictions, with sixty suspended sentences and eighty-two separate fines. For employing children after 5 P. M. or before 8 A. M., 165 employers were convicted, in fifty-four cases paying fines of \$1,235. One employer, who insisted on employing a child on dangerous machinery was fined \$20. Out of twenty-three cases relating to the employment of women and minors, all were convicted, fines being imposed in seven cases. Six actions were instituted against corporations for failure to pay wages of their employees weekly and in cash.

There were ninety-nine more cases brought during 1910 than in 1909, and the 1910 cases yielded \$4,400 in fines, as against \$3,640 in 1909.

The sum total of cases handled during 1910 was 704, with results as follows: Still pending, 84; acquitted or dismissed, 94; withdrawn, 18; suspended sentences, 278; fined, 230, and amount of fines, \$5,390.

## CHILD LABOR (TABLES 6 AND 7).

For the year ended September 30, 1910, 12,330 children under the age of sixteen years were found employed in the factories of the state, exceeding the number during 1909 by nearly two thousand. Of the total number employed, 110 were under the age of fourteen, and in each instance where sufficient proof of the child's age could be obtained by the inspector, the employer was prosecuted. There were 12,220 children between the ages of fourteen and sixteen, 759 of whom were illegally employed, or 6.2 per cent.

The steady decrease in number of children between 14 and 16 years, who are illegally employed, is as follows:

1907.....	15.8 per cent.
1908.....	11.6 per cent.
1909.....	7.2 per cent.
1910.....	6.2 per cent.

Of the total number in this class, 7,392 were girls and 4,828 boys. At the time of the hearing on the bill limiting the hours of children to eight per day, and between the hours of 8 A. M. and 5 P. M., and also the bill prohibiting the employment of children on dangerous machines and at certain occupations, it was argued that the passage of these measures would drive children out of factories on to the streets. The figures quoted above do not sustain such arguments. Many manufacturers have been more or less indifferent as to the question of hours, and it has been necessary to bring a large number of actions for the employment of children after 5 P. M. No such actions were brought, however, until the employer had been warned, both by a deputy inspector and by a written notice from the Albany office.

In Greater New York were found 6,994 children out of the total of 12,330, or 55 per cent, 2,300 being boys and 4,694 girls, while in the counties of Chautauqua, Erie and Schenectady boys considerably outnumbered girls. In four counties, no children under 16 were employed at the time the factories were inspected. In but thirteen counties of the state, were found children under the age of 14 years, Greater New York furnishing 83 of the total of 110 for the state. While from certain viewpoints, the entering upon life's struggles at the age of 14 is more or less deplorable, the safeguards that are thrown about a child in a

New York State factory are quite comprehensive. Before obtaining an employment certificate, he must satisfy the officer issuing it, by documentary evidence, that he is in fact upwards of the age of 14, and that he attended school at least 130 days during either the previous year, or the year next preceding his fourteenth birthday. The examining officer is also supposed to make a physical examination of the child, and to certify that the applicant has reached the normal development of a child of his age, and is in sound health and physically able to perform the work which he intends to do. Upon entering employment, the child is prohibited from working before 8 A. M. or after 5 P. M., or for more than eight hours per day. He is also prohibited from working upon specified machinery, which is conceded to be more or less dangerous, and at certain trades or employment, where his life or health might be endangered. The one weak spot in the above safeguarding of the child is the failure on the part of health officers to make thorough physical examinations, and the further fact that an employment certificate is valid at whatever occupation a child may select. For instance, a child may intend to trim hats in a millinery establishment at the time of applying for a certificate. Two weeks later, an inspector finds her working (legally of course) at some occupation requiring extreme physical exertion and attention.

Children in public schools are carefully examined at intervals by competent physicians, and ear, eye, nose, throat and other functional disorders are given immediate attention. Why should not the 13,000 child workers of the state be given equal protection, and by the state?

#### ACCIDENTS (TABLE 5).

The total number of accidents reported to the bureau during the 1910 year was 25,390, an increase over the figures of the preceding year of 8,560, or approximately fifty per cent. One would naturally infer that factory accidents were increasing at an alarming rate, but such is not the case. I further believe that the 1911 year will show a proportionally larger number of accidents reported to the bureau, and even in the face of this fact, I am of the opinion that accidents in factories are decreasing.

In the report of the factory inspector for the year 1887, there is published a list of 156 persons who were either injured or killed throughout the state during the months of June, July, August, September, October and November, 1886. This list included all reports received by the Department during the six months mentioned. The law requiring the reporting of accidents (with minor changes) is the same to-day as it was in 1886.

Appreciating that the prevention of industrial accidents was one of the most important functions of the factory inspector, the first effective step was to find out how, why and where accidents occurred. A careful investigation, supplemented by the use of newspaper clippings disclosed the fact that large numbers of manufacturers throughout the state refrained from reporting accidents. The deputy factory inspectors were therefore instructed to closely question factory owners in all places where accidents might be expected to occur, and also to extend their investigation among employees. Some manufacturers considered that a report to the company carrying their insurance was what was required. In Buffalo, actions for failing to report accidents were instituted against two large manufacturing concerns, from whom no reports had been received in years. Immediately after the actions were started, due doubtless to the publicity given by the press, accident reports were received in large numbers, not only from Buffalo but throughout the western part of the state. One of the two defendants, above mentioned, mailed to this office over forty reports of accidents which had occurred in its plant during the preceding three months, and since the trial, reports have been coming in regularly. All reports of accidents were carefully read as soon as received at this office. Whenever it appeared that the accident occurred on an unguarded machine, an order was immediately sent to the responsible person, requiring compliance with the law relative to this and similar pieces of machinery. Compliance with these orders was then later investigated by a deputy inspector.

If the accident report showed the machine in question to have been properly guarded, a letter was written asking how, and whether at time of accident the guard was so placed as to render it most effective.

During the year 772 letters have been sent out on the above subjects. The replies to such letters were remarkable in their uniformity. "It was guarded as well as possible," was the most common answer to our inquiry as to how the machine was guarded. The matter was not allowed to rest, however, until the facts were disclosed, either by correspondence or through a deputy inspector. As a result of our investigations 565 orders were issued during the year, relating to machinery which was either totally unguarded at time of accident, or upon which the guard had been permanently or temporarily removed.

Insistence upon orders to guard certain kinds of circular saws, has brought repeated protests from manufacturers and even from workmen who claimed that the hazard was increased by the use of guards. My attention has been called to but three accidents on saws, during the year, which occurred when a guard was in proper position. I have yet to see a saw-guard which will prevent the possibility of any and every accident. An effective guard will, however, reduce the hazard to practically nil.

Of the total number of accidents reported over ninety-six per cent occurred to males; less than four-tenths of one per cent to children of both sexes under 16 years of age and about four per cent to those between the ages of 16 and 18. The operation and use of mechanical power was the cause of 11,245 accidents, or nearly half of all reported, while 5,853 were injured by weights or inanimate objects. The industry group of "metals, machines and conveyances" furnished considerably more than half of the accidents, 15,836 being reported.

Of the total number of persons injured, 353 or one and four-tenths per cent were killed or died as a result of the accident, eight per cent were permanently disabled, and nearly ten per cent were seriously injured with probably more or less permanent results.

In spite of the figures for the year, I am of the opinion that the work of deputy inspectors, relative to the safeguarding of the danger points in factories, is becoming more and more effective and that the actual number of factory accidents is slowly but surely decreasing.

## TENEMENT MANUFACTURERS (TABLE 8).

During the entire period in which the present tenement-house law has been effective, 15,750 applications for licenses have been received, all but 567 of which were in Greater New York. During the 1910 year 1,637 applications were made, all but 20 having been investigated. Of these, 154 were refused, 23 were canceled and 20 were pending on September 30, 1910.

The inspections during the year were carefully made, and covered practically all of the licensed tenements and rear-shop buildings in Greater New York.

At the times of the inspectors' visits, persons to the number of 20,123 were found working in 12,829 apartments. Of the persons employed, 5,030 were working in 1,556 separated shops in stores, wherein the license features of the tenement-house law do not apply. One hundred and forty-seven persons were illegally employed, 77 children of school age were working during the sessions of the public schools and while 171 cases of disease were reported in licensed houses, but two cases (measles) were found in apartments where work was being done.

The general sanitary condition of licensed tenements was very satisfactory, orders having been issued against but 477 buildings, while in the case of rear-shop buildings, only 27 were found requiring orders.

In his report to me the superintendent of licenses, Daniel O'Leary, says: "Generally speaking, the work of the bureau is satisfactory. We try to combine with our legal duties patience and common sense, with a mingling of charity here and there, for those upon whom the strong arm of the law rests heaviest are the very poor, and we must be very careful lest in our own overzeal we make the burden heavier."

Respectfully submitted,

(Signed) WILLIAM W. WALLING.

*First Deputy Commissioner and Factory Inspector.*

## II.

### REPORT OF THE MEDICAL INSPECTOR.

Hon. JOHN WILLIAMS, *Commissioner of Labor, Albany, N. Y.*

SIR.— I hereby submit my report as medical inspector of factories for the year ended September 30, 1910.

The line of procedure previously mapped out has been more definitely followed, especially, so far as intensive work in the field of industrial hygiene was concerned, and the ending of the fiscal year marks the passing of the experimental stage, as to definite methods for analytical investigations to determine dangerous factors incidental to the various industries.

This has been made possible, first by the assignment of Deputy Factory Inspector Vogt to sanitary work, he being not only a qualified chemist of experience, but also formerly a sanitary inspector in the State Health Department; secondly, the Department has been fortunate in having had temporarily placed at its disposal the use of a splendid laboratory which has been productive of beneficial results, and in one instance, of material aid to the Department in prosecution.

It became necessary to devote some time, first, to arranging the laboratory to suit the needs of the Department, second, to work of an experimental character, whereby results were obtained, not only applicable to practical routine investigations, but also of legal and scientific value.

In the course of routine work, a large number of visits were made to factories and tenant factories. The work in this connection as related to old ventilation cases was expedited by the assistance of the deputy factory inspector.

Upon request, special inquiries were made as to the effect upon the health of the workers in the manufacture of mica articles; the use of bronze powder in stationery engraving; confectionery; cotton weaving; and electrical accumulators.

Following the plan of the former year, special investigations were undertaken in the match industry, in the pearl button industry, and in the human hair goods industry; those into the

match industry, and the pearl button industry were completed. The question of undertaking an investigation as to industrial fatigue was considered very thoroughly, but after interviewing a number of authorities, and giving the matter special attention, it was found that it would be necessary to devote considerable time to the question, and notwithstanding that a large amount of data might be obtained, the results would not be of material or practical value to the Department. The subject was therefore temporarily abandoned.

Upon request work has been done for the mercantile bureau, regarding ventilation of basements in mercantile establishments, and in one case, that of a large department store, there was brought a prosecution based upon the results of our investigations. This case was taken up very carefully, especially as the defense engaged the services of an expert chemist, and had the Department not been possessed of laboratory facilities, the case would undoubtedly have been weakened in depending merely upon carbon dioxide determination, as proof of improper ventilation. As it was, the magistrate decided the case by declaring the section of the law unconstitutional, not that the Department had not proven the unhealthful condition of the basement.

The Department was active in public health matters by being represented, and taking part in the meetings of the American Public Health Association (this being a body officially recognized by the countries of North and South America); in the New York State Sanitary Officers Conference; and in the First National Conference on Industrial Diseases.

It is with subjects intimately related to industrial hygiene that medical inspection is concerned; for while it cannot be questioned that certain occupations are inimical to health, it is also true that in many cases conditions not necessarily connected with the occupations are factors in the production of disease. Therefore, it becomes necessary in pursuing such investigations, not only to secure data that would aid in determining the part played by the various occupations with reference to disease and the physical effects upon workers, especially women and children, but also to note other causes and the absence of specific legislation covering various points related thereto.



I have therefore, undertaken to discuss under separate headings, results of my visits and investigations, and the application of these sections of the Labor Law relating to industrial hygiene.

#### ACCIDENTS.

The question of accidents is undoubtedly of importance from a medical standpoint. I have given the matter some attention.

It is evident that a number of accidents occurring in the large cities, especially New York, are not reported. Section 87 of the law will undoubtedly do much toward overcoming this lack of reporting, and the securing of valuable data. As referred to in a previous report, the law is only specific in that it provides for the guarding of machinery.

It has been impossible to obtain accurate data, but through inquiry and from personal knowledge, it was ascertained that a number of accidents occur to the eyes of workers in metal and stone industries through the flying about of small particles. In many instances the injury has caused the loss of sight in one eye, and ultimately complete blindness resulted. In foreign countries, there is a legal requirement that protection be furnished for the eyes of workers exposed to such dangers. Workers exposed to glaring lights are liable to danger of blindness, and should also be furnished with proper protection.

Where there is exposure to action of irritating dust or fumes, respirators should be furnished, and workers be required to use them. Where workers are required to handle acids or caustics, protection by means of rubber aprons and gloves should also be furnished.

Among the accidents reported to the Department during the fiscal year, and tabulated by the bureau of statistics, were the following: struck in eye by pieces of metal, glass, etc.; inhalation of poisonous gases; burns caused by electricity; burns caused by caustics; burns caused by vats containing liquid or caustics. This in my opinion is conclusive proof of the need for specific legislation.

Much valuable data with reference to occupational diseases might be obtained were the accident reports to contain the time of day at which accident occurred, character of light and ventilation,

as well as a standard physical certificate of the worker at the time of accident. Specific legislation should be had requiring the reporting of all cases of poisoning from lead, antimony, arsenic, copper, etc. These reports would not only be of statistical value, but also an aid in determining the dangerous nature of an industry, and would be of material assistance in determining the need of remedial measures.

The importance of such reports has been shown in the tabulation compiled by Dr. Legge, H. M. Inspector of Factories for Great Britain, to whom all such reports are referred. These reports bear immediately upon the study of diseases due to occupations.

I would recommend that the Department be given power to require protection for workers exposed to glaring lights, small particles of flying metal or mineral endangering eyes, irritating effects of dust or fumes, burns from acids or caustics, high tension electrical currents.

#### VENTILATION.

The proper ventilation of workrooms where manufacturing processes are carried on is best accomplished through the application of mechanical means; therefore, it becomes a problem to be dealt with mainly by the engineer and mechanic; the sanitarian merely ascertains the impurities present, the specific causes thereof, and recommends a remedy. In considering the question from a hygienic standpoint, it will be discussed in connection with the subjects of air, light, temperature, humidity, dust, etc.

Considerable time has been devoted to routine work in connection with carbon dioxide determinations as related to old ventilation cases. The constitutionality of section 86 having been passed upon, many compliances have resulted therefrom, and somewhat relieved the congestion of this routine work. In many cases the carbon dioxide determinations were supplemented by complete laboratory analyses of samples of air.

While considerable progress has been made in the betterment of conditions, there are still a number of problems requiring solution. With the large factory buildings the question is merely one of expense, but a serious problem is that of the small tenant factories and converted old dwellings. Here it is a question not

merely of cost of installation, but of the practical unfitness of the buildings for certain manufacturing purposes. To install a ventilating system (which is the ideal method), is practically impossible, and the use of fans, is, in my opinion, at times likely to be productive of ill results to the workers, so that there remains only the windows as an aid for natural ventilation. In maintaining ventilation it is necessary to guard against direct draughts.

The intensive work pursued during the year in regard to this subject, made possible through proper laboratory facilities, demonstrates the facts that sanitary experts and engineers are not giving the question the attention fully expected. The problem, especially in relation to the small places in congested districts is all important, and is not merely one of air space, and amount of air to be supplied, but also of temperature, humidity, light, etc.

The results of investigations have proven that a general standard of ventilation is not applicable to all industries; there are standards of the various factors relating to ventilation which should be specific, and which I will discuss under separate headings.

The British Factory Acts recognize two kinds of standards; (1) hourly delivery of fresh air, (2) proportion of carbon dioxide. A standard based upon hourly fresh air delivery can only be applied under certain conditions when power is supplied for mechanical means of ventilation, and compliance may only be proven by means of anemometer readings which cannot always be accurately ascertained. Where the so-called natural ventilation is relied upon, and there is a tendency to crowd rooms to their legal capacity, it becomes a difficult matter to secure adequate continuous ventilation, especially in rooms divided by partitions, and where illuminating gas is used for commercial purposes. In such places there is always a tendency to close the ordinary means employed, namely, doors, windows, and ventilators and when open, the changing of the air is dependent upon currents created by the velocity of the wind outside and the difference between the external and the internal temperatures. In such cases it would be impossible to secure a compliance based upon a standard of hourly fresh air delivery, and it is appreciable, that with limited amount of air space per person, the constant maintaining of a

carbon dioxide standard would become difficult without mechanical means of ventilation.

A partial solution of the problem may be found in the following extract from a circular issued by H. M. Chief Factory Inspector of Great Britain.

In the absence of mechanical ventilation it is incumbent upon the occupier to see that the other means upon which he relies for adequate ventilation of each room are sufficient for the purpose, and maintained in use throughout the working hours. This is especially necessary where the average air space of each worker is small, say under 500 cu. ft., and in all workrooms in which gas is used.

Reliance should not be placed upon occasional ventilation by doors or windows, not always kept open, or upon any other ventilating openings which the workers are allowed to close. The means must be such as in practise to secure at all times during working hours reasonable purity of the air, and the occupier is responsible not only for providing them but seeing that they are used. All permanent air inlets whether by windows or special ventilating openings, should be so arranged that the current is directed upwards and does not impinge directly upon the worker; this is essential and can be secured by simple arrangements at small cost.

The same observations apply to mechanical ventilation by fans. This whether for purposes of general ventilation, or for the removal of dust or fumes, should be installed under the advice of a competent engineer. Many installations have failed to give satisfactory results owing to faulty planning, or omission to provide for adequate counter openings.

The Department should be given power, after investigation, to formulate regulations and set standards of ventilation applicable to the various industries. That this is practicable is evidenced in the results obtained from the Departmental Regulations covering ventilation in compressed air workings.

#### AIR.

The food most essential for the support of human life is air; without it, for even a few minutes, we would cease to exist. Yet despite this fact, we have no specific legislative standard regarding its purity. This is of the utmost importance not only as regards the question of ventilation, but also as to the question of disease, for it is an established fact that a vast number of diseases are due to atmospheric conditions, and this is especially true of the so-called occupational diseases. While the sections of the law require the provision for, and maintaining of, proper and sufficient ventilation, there is no specific standard as to the quality of the air to be supplied, or the permissible limit of vitiation.

Notwithstanding the fact that scientists have failed to add further specific standards to that recommended by Pettenkofer,

namely, nine parts carbon dioxide in 10,000 volumes of air, very little intensive research has been pursued so far as ascertainable. The legal standards are based upon carbon dioxide determinations; but in this state there is no legislative standard whatsoever. It is necessary that some legal standard be based upon scientific findings for use as a basis in future work. This is important, especially where prosecution becomes necessary. While we may produce proof of the necessity for proper ventilation, considered scientifically, it may be demanded that we show a legal standard of the permissible amount of impurity that we base our order upon, and this the Department has been confronted with in the prosecutions already undertaken. The impurities generated in the course of the processes of manufacture when due to machinery, are readily dealt with by the application of section 81 requiring mechanical means for their removal. Where the impurities generated are from other means than machinery, section 86 requires that the room must be ventilated in such a manner as to render them harmless, so far as practicable; but where the impurities are the products of respiration and combustion alone, we have no specific legislative standard as to the permissible amount of impurity upon which we may decide the adequacy or inadequacy of the means employed for maintaining proper ventilation.

For some time, the American Public Health Association has had a Committee on Standard Methods for the Examination of Air, of which, Prof. C. E. A. Winslow was chairman. The following are some extracts from their report.

The committee believes that determinations of temperature, humidity, dust and intensity of light should be fundamental in all sanitary investigations. Standard procedures are recommended for all four of these tests.

Numerous efforts have been made to develop methods of analyzing air for carbon dioxide, applicable to the varying conditions under which the chemist, sanitary engineer or inspector must work.

\* \* \* in preparing a description of the most satisfactory processes for use as standard methods, the available methods have been classed either as accurate methods or as general tests.

For accurate inspection work, say one quarter of a part per 10,000, the portable form of the Pettersson & Palmquist apparatus is recommended.

While their report treats exclusively of standard methods of procedure for determining impurities, there appears no recommendation as to permissible amount of the impurities so determined.

During the fiscal year the Department has given this matter considerable attention, and investigation has been made possible through laboratory facilities. As a result of this work it would seem that the percentage of ammonia, and also of the oxidizable organic matter present, should be taken into consideration, and serve as a basis for a standard of permissible amount of impurities. I would recommend the adoption of the carbon dioxide standard as recommended by Dr. Haldane of the British Departmental Committee, and referred to in the report for 1908, and also a standard of 1 part of ammonia per million, 4 grams of oxidizable organic matter per million litres.

There are many industries in which the carbon dioxide may be little more than that found in outdoor air, at the same time the air might contain impurities such as dust, fumes, or gases; the mere physical proof of their presence being sufficient for the immediate application of a specific section requiring their removal. But in tenant factories in congested districts, where the industry is comparatively clean, the carbon dioxide present is found as high as 35 parts in 10,000 volumes. In such cases it becomes necessary to use analytical means to determine the amount of vitiation in order to enforce compliance with section 86 as to ventilation of the workroom.

The question of purity of air is of importance in relation to basements and cellars; this has been evidenced in the work undertaken for the mercantile bureau. It is necessary that the air to be supplied, be taken from a source as nearly pure as possible. Air taken from the street level is impure, as has been proven by scientific investigations, and corroborated by Department investigation. It is true that the carbon dioxide found, rarely exceeds four parts in ten thousand volumes, but there are large quantities of dust present, and high amount of organic matter, and in consequence of these, a large number of pathogenic (disease producing) bacteria.

Department secured air samples at about one foot above sidewalk of a wide street near the river front, and shortly after the street had been swept by the Street Cleaning Department. The day was clear and sunny, the weather was mild; the analyses showed as follows:

Total solids (dust).....	30 grams per million litres.
Oxidisable organic matter.....	11 grams per million litres.
Ammonia.....	1 part per million.
Carbon dioxide.....	4 parts per 10,000 volumes.

Analysis of sample taken about fifty feet above the same street on a roof showed —

Total solids (dust).....	5 grams per million litres.
Oxidisable organic matter.....	0.48 grams per million litres.
Ammonia.....	nil.
Carbon dioxide.....	3 parts per 10,000 volumes.

A large number of analyses were conducted over a number of days during both dry and rainy weather, but with the exception of dust, results varied but little. This proves that air intakes should be at a sufficient height to eliminate these impurities, or better still, air should be washed and filtered, before distribution.

In mercantile establishments, a permit must be secured from the Commissioner of Labor for the use of basements where women and children are employed. In my opinion no basement or cellar in any building should be permitted for use as a workroom without special permission from the Commissioner of Labor.

### LIGHT.

Deficient light is an inexcusable sanitary defect. Notwithstanding this, and the fact that sunlight is not only an important factor in the question of ventilation and accidents, but also of disease, there is still an absence of specific legislation regarding the subject.

A perusal of the law shows the following sections relating to windows and lighting:

Section 80 provides, "No door, window or other opening on any floor of any such factory shall be obstructed by stationary metal bars, grating or wire mesh." But this provision is merely intended for the purpose of facilitating egress in cases of need; there is no provision therein prohibiting obstruction to entrance of sunlight. Section 81 provides, "When in the opinion of the Commissioner of Labor it is necessary, the workrooms, halls and stairs leading to workrooms shall be properly lighted, and in cities of the first class if deemed necessary by the Commissioner of Labor, a proper light shall be kept burning by the owner or lessee in the

public hallways near the stairs upon the entrance floor and upon the other floors on every work day in the year, from the time when the building is opened for use in the morning until the time it is closed in the evening, except at times when the influx of natural light shall make artificial light unnecessary." But this section is not specific as to the quality of natural light. Section 84 relates to the cleansing of walls, ceilings, floors, and receptacles. But there is nothing contained therein which requires the cleansing of window panes so that the sunlight which is conducive to the health of the workers may be provided. Section 88 provides merely for the lighting of water-closets, as also does section 94. Section 171 relates to the lighting of basements of mercantile establishments.

From this it may be seen, that there is absolutely no specific provision in the law, relating to the admittance of sunlight into the workrooms. In Norway the "Koenigliche Resolution" provides that window panes shall be cleaned at least every two months. Sunlight is essential to health. Absence of sunlight means danger from disease. Sunlight and health are synonymous. Specific legislation in relation to natural light is necessary for the improvement of hygienic conditions, especially in the congested districts of large cities. Referring to my report for 1909, there was taken up the subject of light obstructed by dirty window panes, partitions, and obstruction by stacked stock, and the use of workrooms having no direct opening to external air. In many of these workrooms I have observed that it becomes necessary to use artificial illumination throughout the entire working day. This would indicate that section 85 which requires no less than 250 cubic feet of air space per person between the hours of 6 a. m. and 6 p. m., is apparently defective in that it permits of a smaller amount of air space per person where the illuminant is a source of rapid vitiation of the air, than when the illuminant used after 6 p. m. is of a non-vitiating character, and 400 cubic feet of air space per person is required.

As a result of the analyses of samples of air taken from various workrooms, it has been proven that where natural means of lighting is insufficient, organic matter and bacteria are high.

I have found that a large number of women and young workers, especially girls, are employed in basements and cellars where the



illumination throughout the entire day is by artificial means. This is true not only in the congested districts of large cities, but also in the urban districts; this has an important bearing not only upon the condition of the eyes of the workers, but also upon the health, being a frequent cause of anaemia. I have also observed, that in many instances where there are ample means for natural lighting, machinery is so placed as to obstruct this light, and thus requires the duties of the worker to be performed in semi-darkness which increases the danger of accidents, notwithstanding the presence of guards. There is no specific legislation as to the proper lighting of such machinery. The German law requires each machine to be individually lighted.

The following table taken from Notter & Firth's Treatise on Hygiene, serves to illustrate to a certain extent, not only the lighting properties, but also the vitiating qualities of the various illuminants.

	Quantity consumed	Candle power	Oxygen removed (cu. ft.)	CO <sub>2</sub> produced (cu. ft.)	Moisture produced (cu. ft.)	Heat calories produced	Viti- ation equal to adults
Tallow candles.....	2200 grains	16	10.7	7.3	8.2	1400	12.0
Sperm candles.....	1740 "	16	9.6	6.5	6.5	1137	11.0
Parraffin oil lamp.....	992 "	16	6.2	4.5	3.5	1030	7.5
Kerosene oil lamp.....	909 "	16	5.9	4.1	3.3	1030	7.0
Coal gas:							
No. 5 bat wing burner...	5.5 cu. ft.	16	6.5	2.8	7.3	1194	5.0
Argand burner.....	4.8 "	16	5.8	2.6	6.4	1240	4.3
Regeneration burner.... (Siemens)	3.2 "	32	3.6	1.7	4.2	760	2.8
Welsbach burner.....	3.5 "	50	4.1	1.8	4.7	763	3.0
Electric light.....	3 lb. coal	16	0.0	0.0	0.0	37	0.0

This shows the advantage of the electric light, in that the amount of vitiation is practically nil. The superiority of the incandescent mantle where coal gas is used is also established, for high candle power may be secured with small amount of vitiation.

Referring to the report for 1909, I would again make recommendation for a definite proportion of window space to floor space. While the law provides for artificial lighting, it is not specific as to the character of the illumination. I would therefore recommend that provisions be made requiring artificial illumination of a quality as near sunlight as possible, of sufficient power to thoroughly illuminate all parts of the workroom, and the placing of the same above the heads of the workers when standing.

## TEMPERATURE AND HUMIDITY.

The question of temperature and humidity is of importance, for in order to secure proper compliance with the section of the law relating to ventilation, it is necessary that there be maintained a certain relationship one with the other. In the report for 1909 these questions were discussed at length.

At present we have no legislation regarding maximum or minimum temperature or humidity. Section 86 merely provides that rooms must be ventilated, where excessive heat, steam or vapors are the result of processes of manufacture, but no standards are established. This is of special importance in the application of the section to the textile industry. It is regulated in foreign countries, and Great Britain has as a result of exhaustive investigations by Parliamentary commissions established definite standards. During the present year there has been enacted in Massachusetts, "An Act Relative to Regulating the Humidity and Temperature of the Atmosphere in Textile Factories."

In tenant factories, and especially in those of the converted old dwelling type, many are obliged to labor in chilly workrooms, and of these, a large number are women and young persons. Windows and doors are kept closed, and gas jets lighted to raise the temperature of the room. The result is an increased humidity due to bodily emanations. In many instances the beginning of pulmonary troubles in workers may be directly traced to such conditions. During my visits to workrooms of this character, some of the employees have mentioned cases where young workers have taken a chill, gone home ill, and never recovered. These facts emphasize the need of regulations requiring the maintenance of proper heating and a proper degree of humidity in workrooms.

After extensive investigation, medical authorities have placed upon record the results of a large number of observations in support of the theory that most of the acute diseases of the respiratory organs are caused by a low temperature in conjunction with a low absolute humidity.

The wide variance of temperature and humidity found as a result of Department investigations, is proof that the question deserves careful attention. I would therefore recommend that the Department be given power to formulate regulations as to temperature and humidity.

### DUST.

While dust is necessary in the atmosphere in order that we may enjoy the benefits of sunlight and of rain, the presence of an excessive quantity becomes a factor in the causation of disease. Dust is pulverized dirt. From a sanitary standpoint it must be regarded as dangerous, not only because of its physical character, which may result in mechanical irritation of the mucous membranes, but because of the organic matter contained therein, which becomes fertile ground for the development of disease germs. Much ill health, and most of the industrial diseases are caused by the inhalation or swallowing of particles of dust.

In an exhaustive treatise prepared for the United States Bureau of Labor, by Mr. Frederick L. Hoffman, regarding consumption and dust, the following appears:

The tabular analysis of the mortality of persons employed in occupations with exposure to organic dust indicates that the effects of such dust exposure are less serious than the corresponding effects of exposure to metallic and mineral dust, but the consequences to health and life are sufficiently serious to demand most careful attention to the whole problem of dust prevention and removal at the point of origin, in conformity to modern methods of factory sanitation.

During the past fiscal year investigations have been undertaken in the various industries, not only as to the physical, chemical, and biological character of the dust incident to, or generated in the course of the processes of manufacture, but also as to the quantity contained in a confined space. The results have shown that where the dust is of an organic character, ammonia, carbon dioxide, and bacteria were high, as seen in the human hair goods industry. Where the dust is of an inorganic character this was not so apparent, but the danger lay in the sharp irritating particles of dust in the air, as seen in the pearl button industry, and manufacture of mica articles.

The recent amendment to section 81 amply provides for the protection of workers engaged at grinding, polishing, or buffing of baser metals, and where dust is created by machinery, but exempts wet grinding. As a result of observations, wet grinding is not entirely free from dust, and protection should be afforded by the application of casing and the frequent cleansing of same. During the coming fiscal year it is intended to thoroughly study this condition.

Section 86 provides for ventilation where dust is created in the course of manufacturing processes, but there is no specific requirement as to the use of hoods connected with exhaust fans or the removal of the dust at the point of origin. An exhaust system is the only effective means for the removal of dust. This is applicable to the following industries: Plumbagoing in electrotyping, bronzing in lithographing (hand), shoddy and rag sorting, china scouring in the pottery industry, hair teasing and combing in the human hair goods industry, lead glaze dipping, enameling, the manufacture of electrical accumulators, in dye works, packing of paints and dry colors, book binding, hat blocking and finishing, and the silvering of mirrors.

Among other causes of dust found in the air of factories and tenant factories is the accumulation of dust in corners and under work benches and machinery. Section 84 provides that floors shall be kept clean and sanitary at all times, and in the case of tenant factories, noncompliance with this section may be punished by the application of drastic measures, through enforcement of section 95, but even in this case it is only applicable when articles enumerated under section 100 are manufactured. The provision of section 95 relating to affixing of "labels," should be made applicable to factories as well; and should apply to all articles manufactured.

#### WATER.

The amendment to section 88 relating to pure water for drinking purposes is an important advance toward the betterment of hygienic conditions affecting the workers. It is also of importance in its relation to the problem of public health, for in a majority of the diarrhoeal diseases, and especially in typhoid fever, the germs are water borne, and where there is a suspicion of its presence in a locality, it merely becomes necessary to secure a sample of the water for the purpose of analysis, and investigation may determine the presence of the germs, and so possibly aid in the prevention of an epidemic.

Investigation may also be undertaken as to whether illness attributed to the character of an industry may not be a result of conditions at the source of the water supply, or the character of the vehicle used for transportation or storage of the water.

## INDUSTRIAL DISEASES.

Notwithstanding the fact that the question of ill health among workers is of great economic importance to the state, the literature of this country bearing upon the subject, shows that very little original thought has been given to the matter, or that intensive work has been undertaken. What has appeared can hardly be said to be of statistical value, being merely the results of clinical observations, or tabulations of mortality statistics.

The question of industrial diseases is so closely connected with the application of labor laws, that in order to properly study the subject, it becomes necessary not only to have an intimate knowledge of such laws, but also to thoroughly study the conditions surrounding the workers during their hours of labor. A study of industrial hygiene is also necessary to impress upon the courts the importance of prosecutions brought for failure to comply with sections of the law relating to factory sanitation.

To accurately study these conditions, it is necessary to have some tangible basis to work upon. This means that a physical examination should be made of the workers, their habits and housing conditions recorded, subsequent examinations made, and then by means of a physical, chemical, and biological investigation, the part definitely played by the industry as a causation of disease may be demonstrated. Through laboratory facilities, connected directly with a clinic, as well as direct inspection of the industries, the Department is fairly well equipped to take up the question of industrial diseases. But, at present, the Department possesses no specific section enabling it to make such examinations of workers, or to obtain data as far as personal habits or housing conditions are concerned. This is absolutely necessary as an aid to the Department in safeguarding the health of workers.

My investigations so far have been directed principally toward determining the part played by the industry as a factor in causing disease, and the examination of the workers has necessarily been very limited, being confined to oral questions resulting in unsatisfactory answers, and a partial physical examination of persons under sixteen years of age. To properly tabulate results of physical examinations, so that such records may be of accurate statistical value, requires the conscientious assistance of trained medical

workers. While I have personally observed a large number of cases in the clinic it was impossible to secure accurate data, owing to the method of history taking. In the industries there has been a reluctance on the part of adult workers to submit to a physical examination.

I have observed a number of workers in the pearl button industry and found them to be suffering from respiratory diseases due to dust; workers in a railway repair shop suffering from a condition directly attributable to poisoning by benzine and turpentine fumes; a number of workers in automobile repair shops suffering from eye conditions directly attributable to gasoline fumes; several workers at rubber goods suffering from the effects of poisoning due to bisulphide of carbon.

As a result of my investigations into particular industries, it would seem that the occupation is not primarily the cause of a disease, but there is a poisoning, or a mechanical irritation resulting from certain conditions incidental to the industry. Industrial diseases is rather a broad term, and in my opinion, as a result of observations, the term industrial poisoning is more appropriate, as the diseases directly attributable to the industries are very limited.

A factor, and probably the specific cause of industrial poisoning, is the contamination of the air by dust, gases, fumes, vapor, etc., generated in the manufacturing processes. These may contain specific toxic material such as lead, copper, arsenic, aniline, cyanide, phosphorus; or they may be irritating in character, as potash, sulphuric acid, nitric acid, chlorine; or they may be of an intoxicating character, as benzine, alcohol, sulphides; or it may be merely the presence of a large quantity of dust not possessing toxic properties, but may contain foci for pathogenic bacteria, as is shown in the investigation into the human hair goods industry, and the pearl button industry.

There are a few industries wherein the conditions may be dangerous to the health of the workers, but which can, under proper regulations be made reasonably safe. This requires, first, a careful study of the industry; secondly, strict enforcement of specific regulations.

## WOMEN AND CHILDREN.

The question of the employment of women and children is of economic importance to the state, first because the health of the children depends greatly upon the physical condition of the mother, and her ability to nourish and care for her offspring; secondly, the stability of the state depends upon the healthfulness of its citizens. This spells the need of guarding the health of the children, who, eventually, become the support of the state.

There is a close connection between infant mortality and the labor of women, as shown by the results of investigations regarding this subject. The mortality is highest in towns where a large proportion of women are employed in manufacturing enterprises, and among the causes are: (1) industrial labor when injurious to the health of the expectant mother, or through her exposure to various industrial poisons which may affect the vitality of the child; (2) substitution of artificial feeding for breast feeding; (3) neglect.

Notwithstanding this, we have in this state no specific legislation protecting women before or immediately after child birth, nor for protecting the new born child through provisions whereby the mother may properly nourish and care for her infant, if she is obliged to labor. This in my opinion is a question deserving careful consideration, in order that proper protection may be afforded.

In large cities, under the supervision of bureaus of child hygiene, provision is made for the periodic medical inspection of school children, parents are notified and advised as to care of the child, and in certain cases of physical unfitness, the child is sent home. Such data, if made available for Department use, would be of great value as a basis for future investigations.

A thorough physical examination of young workers entering upon their industrial career, as a sequel to the examinations which took place during their school life, and the issuance of a certificate stating fitness for a definite occupation, would also be of great value. This method is followed in Great Britain.

The Department should be given power to order the dismissal of children who are physically unfit for their present occupations.

## ST. BARTHOLOMEW'S LABORATORY.

To properly study the subjects relating to sanitation, and especially those closely allied to industrial hygiene, it is necessary that laboratory facilities be available. During the past fiscal year, through the courtesy of the Rector and Vicar of St. Bartholomew's Parish, and the Board of Directors of St. Bartholomew's Clinic, there has been temporarily placed at the disposal of the Department, a laboratory of modern construction and fairly well equipped with modern scientific appliances for analytical and microscopical work. Excepting for outlay for some chemical apparatus and chemicals, the Department has been under no expense for maintenance, lighting, heating, or electrical power of this laboratory. The Department has also been favored with the gratuitous services of Prof. E. E. Smith, M.D., of Fordham University, William Wilson, M.D., House Physician of the Clinic, and Miss E. W. Wettingfeld, Ph.B., biologist.

Through these laboratory facilities, work of great value has been made possible, not only to the Department, but to the scientific world. The need of such laboratory facilities was manifested in one case of prosecution. In this instance not only were samples of air secured for the purpose of making a complete chemical analysis, as well as a bacteriological determination, but also, analyses were made of samples of street air for accurate comparative purposes. The wisdom of this procedure became apparent. When the case came to trial, the defense introduced an expert chemist who based his testimony upon evidence secured as a result of laboratory deductions.

Labor laws are intended for the protection of the health of the worker, but in order to apply remedial measures it becomes necessary to ascertain the specific cause so that the safeguard may be absolutely certain. This means then, not only an examination of conditions surrounding him, but also, in the majority of cases, it requires a thorough chemical and physical analysis of certain factors directly influencing his health, the principal one being the atmospheric conditions.

The intensive value of the laboratory lies in its application to the question of conditions affecting the health of the workers, which may cause at first a poisoning, and ultimately may result



in disease. Even though the investigators have had special training in sanitary, chemical, or medical science, without the aid of a properly equipped laboratory for scientific analysis, it would be utterly impossible to prove the presence of those things which tend to affect the health of the workers.

With the object in view then of determining, what specific conditions of the atmosphere would be liable to affect the health of the workers, not merely from laboratory experiments, but in a practical manner, some time was devoted to formulating methods for this purpose. Despite the fact that the literature relating to chemical analysis, as applied to sanitary science from a laboratory experimental standpoint, was voluminous, there was practically nothing of any value applicable to active work in the field, *i. e.*, in factories, mercantile establishments, etc. It therefore became necessary to test or to utilize laboratory experiments for practical purposes, and when found insufficient to devise new methods. In this undertaking, the work of Deputy Factory Inspector Vogt is commendable; his special training in the field of sanitary chemistry was of aid in perfecting the methods now used by us. This undoubtedly is the pioneer undertaking in field work in this country.

It is true that the physical condition of the worker as well as the character of the work itself, *i. e.*, the position required, tedious nature, etc., are factors to be considered in studying the worker's health. The results of observation visits made to various industries together with laboratory investigations show that another probable cause of illness is the contaminations present in the air, either from the processes of manufacture, or from the products of respiration and combustion. This fact is corroborated by all investigators in the field of industrial hygiene. It was decided, therefore, to study the question through analysis of the atmospheric conditions surrounding the workers.

From physiological research, it is known that certain excretia are thrown off from the body in large quantities when excessive labor is performed, and that these substances when thrown into the air, vitiate it to such extent as to cause not only poisoning but sometimes death. To definitely determine the presence of these deleterious products it became necessary to work out certain

methods and standards for which purpose laboratory facilities are required. Such work was undertaken, and the results are shown in the tables with this report as (1) determination of ammonia, (2) oxidizable organic matter (this term, used by Prof. Bergey in his researches into atmospheric impurities for the Smithsonian Institute, is probable the best term that can be used in this connection). The presence of dust in the air surrounding the worker irrespective of its character was tabulated under total solids, and calculated as grams per million litres of aspirated air (each gram is equal to 15 grains, and each litre is equal to about 55 cubic inches). Methods have been perfected for determining the presence of organic and inorganic impurities in the air. The presence of methyl (wood) alcohol and amylic alcohol in the air of work-rooms, has been definitely determined.

Through our laboratory investigations, though to a certain extent limited, it has been proven that where organic matter is high, ammonia is high, and a large number of bacteria are present. In this connection the following analyses of outdoor air are interesting. In all cases 100 litres of air were aspirated.

(1) Sample taken at the street level after the street had been swept; the day was clear and a strong wind was blowing:

Ammonia.....	3 parts per million.
Total solids.....	114 grams per million litres.
Oxidizable organic matter.....	12 grams per million litres.
Bacteria.....	12 per litre.
Moulds.....	none.
Carbon dioxide.....	4 parts in 10,000 volumes.

Microscopic examination of the solid matter showed horse manure, quarts, sand, and a dark substance probably asphalt or cinders.

(2) Sample taken about fifty feet above the street level; the day was cloudy, and a strong breeze was blowing:

Ammonia.....	1 part per million.
Total solids.....	22 grams per million litres.
Oxidizable organic matter.....	5 grams per million litres.
Bacteria.....	9 per litre.
Moulds.....	4 per litre.
Carbon dioxide.....	3 parts in 10,000 volumes.

Microscopic examination of the solid matter showed horse manure, horse hair, human hair, and sand.

(3) Sample taken about fifty feet above the street level; the day was clear with a very slight breeze blowing:

Ammonia.....	less than 0.5 parts per million.
Total solids.....	7 grams per million litres.
Oxidizable organic matter.....	0.51 grams per million litres.
Bacteria.....	2 per litre.
Moulds.....	none.
Carbon dioxide.....	3 parts in 10,000 volumes.

Microscopic examination of the solid matter showed wool, cotton, and sand.

Through analytical means the dangers of the human-hair goods were demonstrated. For there was found in the air of these establishments, a large quantity of dust containing particles of hair, which accounted for the high percentage of organic matter, high proportion of ammonia, high percentage of carbon dioxide; also pathogenic, and pyogenic (pus producing) bacteria, the presence of the latter meaning liability to sepsis (blood poisoning) should workers have cuts or abrasions on the hands or upon exposed portions of the body. In one sample of air from a human-hair goods place, there was found what appeared to be the bacteria of bubonic plague, but owing to the very limited facilities, this germ could not be definitely isolated. As a result of infusion in distilled water of one small hair secured from an unclean human-hair goods place, 550 bacteria were found. In the match industry, analysis of samples showed large quantities of phosphorous pentoxide in the air, and this despite the fact that windows were wide open at time sample was secured, and in one place, a combined plenum heating and ventilating system was in operation. It was found as a result of analysis, that large quantities of dust were contained in the air in the immediate vicinity of wet drilling and grinding machines used in the pearl button industry. This is proof that some remedy is necessary. An examination of a sample of air taken from a knitting room showed the presence of particles of wool, cotton, skin, and mucous membrane (such as is found lining the nose and throat). In a large cotton mill, clean in character, large quantities of cotton, and quite a few bacteria were found upon analysis of samples of air taken from the various rooms. In a sample of air obtained during working hours in a brass goods manufactory situated in a tenant-factory building, and where the buffing wheels were unconnected with an exhaust system, copper was found to be present. Analysis of samples of air secured in a plant devoted to manufacturing mica goods, showed the presence of wood alcohol, and minute particles of mica in the air. The workers here were principally young women.

The results thus obtained are of special value not only as an aid in bettering hygienic conditions, but also in the event of prosecutions becoming necessary for failure to comply with the sections of the law relating to sanitary conditions.

This is conclusive proof of the necessity for such a laboratory, and I would therefore respectfully recommend that an appropriation be made for the continuation of this valuable adjunct to the Department.

Respectfully submitted,

(Signed) C. T. GRAHAM-ROGERS,  
*Medical Inspector of Factories.*

## REPORTS OF SPECIAL INVESTIGATIONS.

### I. PHOSPHORUS MATCHES.

Of the many industries wherein the destructive effects upon the health of the workers may be directly traced to the process of manufacture, that of the white phosphorus match industry stands foremost.

Notwithstanding the fact that the action of the white phosphorus used in the process is very destructive to all tissues, and results in a permanent disability, the greater number of workers engaged are women and children, many being girls under sixteen years of age.

While the investigation deals entirely with the white phosphorus match, that being the kind manufactured in this State, it may be of interest to know that there are three varieties of matches manufactured, namely:

(1) The so-called "parlor match" or ordinary friction or sulphur match; the head of this is composed of a mixture consisting of different proportions of white (also known as yellow) phosphorus, manganese dioxide, glue, and a little coloring matter. Potassium chlorate may be used instead of manganese as the oxidizing agent. By rubbing these matches on a rough surface enough heat is generated to cause the phosphorus to unite with the oxygen of the oxidizing agent, and the heat produced sets fire to the paraffin, and so lights the wooden stick. The phosphorus used in this variety of match is not only a most irritating local poison, but when brought in contact with the tissues externally, results in most painful burns. It is this variety of match which is manufactured in this State.

(2) The "safety match"; this variety contains no white phosphorus. The head of this kind is made of substances highly oxidizable (readily igniting), and is usually a colored mixture of antimony sulphide, potassium chlorate and glue; while the surface upon which the match must be rubbed to be lighted is coated with a mixture of red phosphorus, glue, and powdered glass. The red, or amorphous phosphorus used in this kind of match is non-poisonous.

(3) The "safety strike anywhere match" is like the parlor match, but the head is made from a mixture containing sesquisulphide of phosphorus, which is also nonpoisonous. A few large manufacturers hold the exclusive rights to the use of this variety of phosphorus.

The history of the phosphorus or lucifer match industry dates back to 1835, Vienna being the early center of the industry, but as wood became scarce, the industry was transferred to those countries rich in timberland.

The number of persons engaged in the phosphorus match industry may be seen in the following table which was compiled by Dr. Teleky an Austrian investigator, and is quoted by Dr. Oliver.

	Number of employees.
Japan.....	21,430
Russia.....	15,668
Italy.....	6,700
Sweden.....	5,655
Germany.....	4,815
Austria.....	4,611
Great Britain.....	4,150
Hungary.....	2,175

According to the United States Census Report on Manufactures, 1905, Part 1, there are 3,185 work people engaged in the match industry, while the result of my investigation shows about 600 workpeople in the state of New York engaged in this industry, over half of whom are females.

The dangerous nature of the industry as affecting the health of those engaged in the manufacture, was not recognized until Dr. Lorinser of Vienna reported in 1838 a case of phosphorus necrosis in a worker. Later on other cases were reported by medical men, and the Austrian government appointed a commission to inquire into the conditions of the work.

From the time of first making matches, the workers engaged in this industry have suffered from the results of phosphorus poisoning, and the foreign governments have at various times appointed commissions to investigate and report upon remedial measures. Independent investigations were undertaken by societies and scientists, and the result was an unanimous agreement upon the recommending of legislation prohibiting the use of white or yellow phosphorus in the industry.

The destructive pathological effect of white phosphorus has been fully established by the careful scientific investigations undertaken by the members of the various governmental commissions and scientists; the reports of Drs. Thorpe, Oliver, and Cunningham of the British commission, Dr. Gilbert, Medical Inspector of Factories of Belgium, the Committee on Industrial Poisons of France, and Dr. Teleky of Austria, are of special interest as bearing upon the phosphorus match industry.

In this state there are but two factories where matches are made, and it was deemed inadvisable to undertake an investigation into the industry until the Department was in possession of means to definitely and scientifically establish the presence of the dangerous nature of the industry to which the workers were exposed. During the year the Department was enabled to enjoy laboratory facilities, thus making a thorough investigation possible.

While the processes through which the wood passes from the timber to the finished product are many, it is the purpose of the report to deal mainly with the actual processes wherein the workers come in contact with, or are exposed to, the phosphorus, or paste, or their fumes.

#### PROCESS OF MANUFACTURE.

After the blocks of timber are brought to the factory, one of the steps in the making of the match is the veneering of the wood, and cutting the veneer

into splinters. This portion of the industry is a process usually entirely separated from the actual making of the match, and has not been taken up in the investigation.

The operatives in this portion of the industry are in no danger from phosphorus poisoning except in those cases where such rooms are connected directly with rooms in which the phosphorus is used, which permits of the fumes gaining access; but even then, the danger is minimized, as the air space is usually ample, doors and windows usually open all year around, and the machinery when in motion acts as a sort of mechanical means to keep air in constant motion. Such a condition exists in but one factory.

After the wood has been veneered and splintered, the splints, as they are called, are put into a rumble to make them smooth, they are then taken to the machines, and forced into a perforated iron frame, which moves along the match machine on a chain traveller, in such a manner as to leave the greater portion of the splint exposed.

The match machine is an iron frame work with an endless chain traveller to hold the perforated frames, and contains a trough filled with paraffin, which is kept in a liquid state by heat, and a trough or rollers containing the phosphorus mixture. The machines vary in size from the old type, which is about twenty feet long and ten high, to the automatic machines sometimes twice the size of the small ones. As a rule, only males are employed to look after the various parts of the machine.

In the old type machine, the frame containing the splints moves along on the traveller, and the splints are first entirely immersed in the paraffin trough. The frame again moves along, and just the tip of the splint is dipped into the phosphorus mixture; sometimes the tip is first dipped into a mixture of potassium chlorate for the purpose of causing quick ignition, and then into phosphorus paste. The "green" match is dried, then taken to a large table where imperfect matches are sorted out, and the others are packed into boxes and wrapped into bundles. In this portion of the industry the workers are women and girls.

The modern machines are the so-called "automatic." Splints are automatically packed into the frames which move along on the traveller, the splints are first dipped into paraffin, then the head of the splint is tipped with the phosphorus paste, and for the purpose of quick drying, the splints, or (as they are now finished) matches are exposed to a dry air blast while in transit. At the end of the machine, the finished match is ejected automatically into boxes which move along on a web belting and this traveller carries the boxes to a circular table alongside the machine; here young women straighten out the boxes, sort out imperfect matches, and put the covers on the boxes. The boxes are now slid down to a lower table alongside of the machine, and children (girls) wrap them into bundles, and paste on labels.

The phosphorus paste into which the head of the match is dipped is made in a room known as the mixing room. It is separated from the dipping room, and only adult males, as a rule, are employed. In this room the phosphorus is kept in tanks of water, for if it were not kept completely submerged, it would burn up. The proportion of phosphorus varies in different pastes. In modern plants the paste mixing is done in vessels which are hooded and connected with exhaust fans.

## DANGERS IN THE PROCESS.

The principal danger in the industry is from the action of the white phosphorus used in the paste. There is danger not only in the handling of the phosphorus, but also from absorption in handling the finished product. Working in rooms where the process of mixing or dipping is carried on, and the fumes from the phosphorus mixtures impregnate the air, is also a source of danger. Workers in rooms adjoining such rooms are also exposed to this danger. Proof of the presence of dangerous impurities is shown by the results of analysis of samples of air secured from such rooms (see table appended to this report).

Phosphorus is colorless and transparent, but after being exposed to light, and acted upon, becomes yellowish and shining like wax, and is luminous in the air. It is absorbed through breathing air filled with the fumes, usually in the form of an oxide, or through the mucous membranes of the mouth and digestive tract, due to uncleanness of workers who come into contact with the phosphorus paste or the finished product.

The poisoning results in a destruction of the bones of the face, principally the upper and lower jaws, and is known as phosphorus necrosis, commonly called "phossy jaw." Many authorities claim this condition results from the poison entering through the presence of dental caries (holes in the teeth), but other authorities claim the presence of carious teeth are not at all necessary. Swelling and ulcers of the gums and mucous membrane (inner lining) of cheeks also takes place. The person affected becomes anaemic (pale), emaciated, and may also suffer from intestinal, liver, kidney, and nerve affections.

According to Dr. Oliver, French physicians describe a general morbid condition of the body, or a cachexia, found principally in female workers; there is anaemia, gastritis, and a tendency to bronchitis. They call this condition "phosphorisme." My interrogation of many workers brought forth the answer that they suffered from nausea and gastritis upon first starting to work in the industry, which seems to corroborate the findings of the French physicians.

Those who are most directly exposed to danger are the workers engaged in the dipping and packing room, as they spend the greater part of the working day in close proximity to, or directly over, the phosphorus mixture. In the factories visited, the majority of these workers were found to be females, mostly young women, and a large number under sixteen years of age.

Prof. Thorpe of the British Commission reports finding .02 milligrams of phosphorus per 100 litres of air, in a sample of air secured from a dipping room, while in the boxing room he found .12 milligrams. In an analysis of water in which twenty-two workers had washed their hands after ten hours work, he found 37.3 milligrams of phosphorus.

In the analyses made by the Department, there were found as high as 1.1 milligrams of phosphorus per 100 litres of air, in a very large dipping room equipped with a ventilating system, and with windows all open. In another dipping room in the same building .81 milligrams were found. In this room, the roof was about twenty feet from the floor, and fitted the entire length with large louver windows; a ventilating system was also in operation, and

all windows open. The majority of the workers in these rooms were women and girls, many under sixteen years of age. In the mixing room of the same establishment, only .61 milligrams of phosphorus was found; this is probably due to the fact that all the vessels in which mixing is done are covered by hoods connected to a powerful exhaust fan. Only adult males are permitted in this room.

In another plant analyses of air taken from dipping and packing room showed .28 milligrams of phosphorus per 100 litres of air, and in an adjoining dipping room .2 milligrams of phosphorus. A sample of air was taken from the paper box making department which was situated over the dipping room, and results showed .09 milligrams of phosphorus. In this plant, open windows were relied upon for means of ventilation, and as the samples were taken on a cool breezy day in summer, with all windows and doors open, and part of the machinery idle, it is fair to suppose that in cold weather analyses would have shown a higher proportion of phosphorus present in the air. It may also be that the small percentage found is due to the fact that a smaller amount of phosphorus is used in the paste.

These results, as compared with the findings of Prof. Thorpe, tend to show a worse condition of affairs here than in the British factory reported upon. But as the exact conditions under which Prof. Thorpe secured his samples for analysis are not fully indicated, it is rather difficult to properly compare the results of the Department's findings. Nevertheless, it emphasizes the fact that there is a dangerous side to the industry which requires a remedy in order that the health of the workers, especially that of the women and children may be preserved.

Referring to the tables at the close of this report, it is very noticeable that the proportion of organic matter is high, as much as 36 grams per million litres of air being found, and of the total solids (dust) as high as 440 grams. In another plant the amount of organic matter found was 1.4 grams per million litres, and total solids 80 grams. This organic matter and solids are probably the result of smoke from matches and paraffin, and the small amount found in the one plant is probably due to the fact that there was but one small machine in each room, and that not constantly operating.

With the exception of a few isolated cases reported many years ago, we have no authentic data as to illness attributable to the industry in this state. The managers of the factories claim there are no evident cases of poisoning, but that is no proof of safety. The results of accurate statistics secured in those countries where medical and dental examinations are required, and the many cases of poisoning reported, clearly show there is danger. The results of the Department's investigation prove conclusively the presence of the dangerous element, and there is no doubt that sufficient proof of the evil effects upon the workers in this state would be established, were the reporting of cases of poisoning required by law.

None of the workers in this industry present a healthful appearance, and all the children examined, especially those who had been employed some time, were anaemic, and many suffered from acne (pimples). The work is carried on in an atmosphere which is filled not only with the fumes from the phosphorus mixture, but also smoke from the paraffin trough, and quite often, smoke and fumes from the burning matches which ignite during the process of packing. An added danger is that of burns from the matches taking fire,



not only on the packing tables, but on the floor, where they are scattered about, and light when walked upon.

The claim is made that the children are in no danger because they merely wrap up the filled boxes. This is not true. As long as the children are required to work where there is exposure to the fumes of phosphorus, or dust incidental to the dipping, the danger of absorption is just as grave as though handling the paste. In Japan, no person under sixteen years of age is permitted to work in the match industry.

#### PREVENTIVE MEASURES.

Notwithstanding the fact that the results of all investigations have proven the industry to be a most dangerous one, there is no doubt that the danger can be minimized by taking proper precautions. The principal safeguards are proper ventilation of machines and workrooms, and extreme cleanliness on the part of the workers. The best preventive is the prohibition of the use of white phosphorus in the process of manufacture.

The mere installation of a ventilating system is not sufficient to insure safety to the workers, and this has been demonstrated by the results of the Department's investigation and analyses. It is necessary that the phosphorus fumes be removed directly from the point of origin, and away from the workers. To do this it is necessary that the machines be properly hooded, with piping connected to an exhaust fan of sufficient power to draw off the fumes and smoke. This is a perfectly practicable method, and its efficacy has been demonstrated by the installation of such devices in the British match factories. The packing tables should also be provided with hoods connected to exhaust fans.

Despite the exercise of care in keeping a factory clean, particles adhere to the clothes, as well as to the hair and exposed portions of the bodies of the workers in rooms where phosphorus paste is used, and as a rule, very little attention is given to this condition. In none of the factories visited was any special covering for body or heads of workers provided. This is of importance, for while they may wash the hands and face before leaving after the day's work, the danger has not been entirely avoided. Few of the workers realize the dangerous nature of the industry, or the action of the phosphorus as a poison: though in one plant, notices in various languages are posted in the various rooms, calling attention to the fact.

In one factory visited, precautions were taken to minimize the danger as much as possible. Lunch rooms, cloak rooms, and lavatories were provided, and cleanliness enjoined upon the workers, but the enforcement of regulations was not rigid. About every three months dental examinations were made by the dentist, but there was no provision for medical examinations. This is in marked contrast to another factory where absolutely nothing was done to safeguard the health of the workers, or inform them of the dangers incidental to the processes.

From the results of the investigation it is apparent that the only solution to the problem for the prevention of industrial poisoning of workers engaged in this process, is a prohibition of the use of white phosphorus, and as all countries where regulations have been in force, unanimously agree in reporting that phosphorus necrosis occurs wherever white phosphorus is used, de-

spite rigid laws covering its use, I would therefore respectfully recommend the prohibition of the use of white phosphorus in the manufacture of matches in this state.

That matches can be profitably made from the non-poisonous phosphorus is an established fact, and the manager of a large factory personally corroborated the fact. Competition, however, is so keen, that unless the prohibition of white phosphorus in the industry is made universal, the manufacturer who uses the nonpoisonous variety may suffer financial loss. In this state the nonpoisonous phosphorus match has been made with some success, but its manufacture was discontinued for financial reasons.

#### OBSERVED CONDITIONS IN PLANTS VISITED.

The following is a brief description of the factories visited in this state. Temperature and humidity readings were taken, and analysis of air was made for carbon dioxide, oxidizable organic matter, total solids (dust), and phosphorus, which in the air exists in the form of an oxide. The results of these readings and analysis are presented in the table at the end of this report. The marked difference in the findings in the two plants is due to the fact that one factory is very small, machines were not constantly in operation, and analyses were made in summer. The other is a very large factory, a very large number of machines were in operation constantly, and analyses were made in cold weather.

Wherever it was possible, physical records of workers under sixteen years of age were secured.

##### PLANT NO. 1.

This is a small factory employing about sixty people, and situated in the open country. A portion of the building consists of two stories. Upon the first floor are situated the wood veneering and splinter-making department, mixing room, dipping room, and dipping and packing room. The rooms are all connected by means of open arches.

*Mixing room.* This is a very small room separated from the other rooms, but with open doors. There are only one or two male adults employed in this room, who are constantly coming and going.

*Dipping room.* This is a small light room with plenty of windows and doors, having one small old-type dipping machine situated near the windows. There was a marked odor of phosphorus, ozone, and paraffin. All workers are males. An analysis of the air showed .2 grams of phosphorus per million litres of air. This room was not very clean.

*Dipping and packing room.* This is a large light room, with one small old-type dipping machine situated near windows. The majority of the workers were young women, and in the busy season girls under sixteen years of age are also employed. Males attend the dipping machine, and the finished product is brought to a large table where it is sorted and packed, and wrapped by females. The odor of phosphorus, ozone, and paraffin in this room was quite noticeable. Matches were constantly taking fire on table during process of packing, and large numbers were scattered about the floor, taking fire when walked upon. An analysis of the air in this room showed .28 grams of phosphorus per million litres. Cleanliness was not strictly observed.

*Paper box making.* This room is situated directly over the dipping and packing room. A few males and females were employed. Room was spacious and light, with a number of windows on each side. An analysis of the air showed .09 grams of phosphorus per million litres.

In this factory, doors and windows were the only means for ventilation relied upon, and no special mechanical means were provided for removal of fumes or smoke. No special precautions were observed whereby the workers' health might be protected from the poisonous effects of the white phosphorus, either through furnishing proper coverings for keeping the clothes from becoming soiled, or through providing adequate means for proper washing of hands and face after finishing the day's work. No notices were posted as to the dangerous nature of the industry, or precautionary measures to be observed, and the question of the worker's physical fitness was totally ignored. All information as to illness or poisoning among the workers was in the negative.

#### PLANT NO. 2.

This is a large factory employing over 500 people. It consists of a main building with wings; the buildings are four story brick structures. This factory is situated in the open and close to a lake. A portion of the second floor, and the entire fourth floor are devoted to dipping and packing matches. The mixing room is also situated on the fourth floor.

The system used for heating and ventilating the buildings is a combined plenum method, i. e. the fresh air supplied to the various rooms consists of cold and warm air which is mixed upon entering room. A twelve-foot blower fan supplies the power; there is also a dry air blast at each dipping machine.

*Mixing room.* This is a large light room situated in a wing, on the fourth floor; the ceiling is very high, and windows are numerous. The mixing is done in ten vessels each under a hood connected by piping to a forty-two inch exhaust fan; there are also three monitors in the roof to aid in ventilating. Only males are employed in this room. An analysis of the air showed .61 grams of phosphorus per million litres of air.

*Dipping and packing rooms, fourth floor.* These are three rooms connected by open arches; the ceiling is very high (gable), and running the entire length of the roof are louvred windows; the rooms are spacious, light, and windows are numerous. On this floor there are seventeen large modern automatic machines; males attend the machines, and all the rest of the workers are females, many being under sixteen years of age. All work is performed on tables situated alongside of the dipping machines. Floors are kept clear of matches by constant sweeping. The odor of phosphorus and paraffin was very noticeable, and often quite a little smoke and fumes from the matches taking fire at the packing tables. Samples of air were taken at the wrapping tables with the following results:

Dipping room A.....	0.81 grams of phosphorus per million litres
Dipping room B.....	0.74 grams of phosphorus per million litres
Dipping room C.....	0.8 grams of phosphorus per million litres

*Dipping and packing rooms, second floor.* These rooms occupy two sections of the floor and are connected by open arches; rooms are spacious, light, and with numerous windows; there were twelve machines of same type as

on the fourth floor, and the character of the work being performed was the same. Only a few males are employed, and of the large number of females at work, many were under sixteen years of age. The odor of phosphorus and paraffin was strong, and the smoke from matches taking fire at packing tables was at times very marked. The floors are kept clean. An analysis of samples of air taken at wrapping tables showed 1.1 grams of phosphorus per million litres of air.

In none of the dipping and packing rooms were any exhaust systems installed for the removal of fumes and smoke. It was noticed in this factory that some precautionary measures were observed in an endeavor to safeguard the health of the workers. A company dentist visits the factory about every three months for the purpose of examining the workers, and it is required that they undergo examination, and comply with the dental requirements in order to continue employment. Food is not permitted in the workrooms, even the use of chewing gum being forbidden. A lunch room is provided for the employees. Washing facilities are ample, and employees are required to wash up before eating, and before leaving for home after the day's work is finished. The following notice, printed in English, German, French, Italian, Russian, Polish, Spanish, Hungarian and Greek, is posted in conspicuous parts of the various work rooms:

To the Employees of the.....Company.

There are risks connected with the use of Yellow Phosphorus in the manufacture of matches, and in order to avoid them, and the possibility of contracting a painful and serious disease of the jaw bone, the following rules must be strictly observed by all employees of the.....Co.:

- (1) Do not handle food, gum or tobacco, or bring hands in contact with the mouth while at work.
- (2) Wash hands thoroughly before eating, and rinse the mouth and teeth after eating.
- (3) Brush teeth at least once daily, with good castile soap, or tooth powder.
- (4) All dental work required to be done by the Company's dental examiner, must be performed as directed, or employee will not be permitted to continue work.
- (5) Employees must immediately report to foreman any pain or tenderness of teeth or gums, and dental work must be performed without delay.
- (6) Employees must notify foreman before any tooth is extracted.
- (7) When dental work has been done, a certificate furnished by the Company, and filled in and signed by the dentist doing the work, must be handed to the foreman before employee may return to work.

All information as to illness or poisoning among the workers in this factory was in the negative.

#### REGULATIONS NEEDED.

The result of the Department's investigation proves the dangerous nature of this industry, and it is very evident, that to properly safeguard the health of the workers engaged therein, it becomes necessary to formulate special regulations applicable to this particular industry. This has been the method of procedure in foreign countries. The use of white phosphorus in the match industry is prohibited by France, Italy, Denmark, Germany, Switzerland, Great Britain, and Luxembourg. Women and children are prohibited from being employed in match factories in Netherlands and Belgium. Workers under sixteen years of age are not permitted in Japan. In the majority of the countries, dental and medical examinations are required, and overalls must be provided.

I venture to recommend the formulation of regulations along the following lines.

## REGULATIONS FOR EMPLOYEE.

No female under 21 years of age, or male under 18 years shall be permitted to work in connection with any process where paste is used containing white phosphorus.

There should be an attending dentist connected with each factory who should examine the workers at least every three months; there should also be a medical examination at least every six months, a register to be kept of all such examinations. No person should be employed in process where white phosphorus is used without producing a medical and dental certificate of fitness, same to be obtained not more than fifteen days after being employed. A complete record, accessible to the Department, shall be kept of results of all medical and dental examinations. All cases of illness, or pain in teeth or jaws, shall be immediately seen to by a physician or dentist, and if the result, directly or indirectly, of the industry, must be reported to the Department. No person shall be re-employed after illness without a medical and dental certificate.

Overalls should be provided for males, and aprons and head coverings for females employed in the industry. They shall be kept at the end of the day's work in a suitable place set apart for this purpose; such coverings shall be washed once a week. A room free from damp or dust should be provided, where workers may deposit clothes removed during working hours. A sufficient supply of wash basins with running hot and cold water, soap and hand brushes should be provided. Time should be allowed for washing up before meals, and before leaving the works. A sufficient supply of alkaline antiseptic mouth wash should be supplied, and each worker shall have their own glass or cup. No person should be permitted to bring into, prepare or partake of any food or drink, or to remain during meal times, in any of the rooms where the phosphorus processes are carried on. A suitable lunch room should be provided.

Mixing rooms, dipping rooms, and packing rooms should be separated from other rooms by brick partitions, and doors kept tightly closed by means of springs or weights. Mixing must be done in vessels kept tightly closed by means of hoods connected with exhaust fans. Vessels containing phosphorus paste should, when not actually in use, be kept closed by tightly fitting covers, or damp flannels. Dipping and packing should be done under hoods connected with efficient exhaust fans. Loose matches should be kept under hoods connected with exhaust fans.

All floors should be of such material as to make possible the removal of dust by moist method, and should be wet-cleansed at least once daily. Walls and windows should be cleansed at least once every two weeks. Only adult males should be employed to do such cleansing.

Notices regarding danger of poisoning from materials, symptoms, and preventive measures to be observed, should be printed in the various languages of workers, and posted in each room and dressing room.

## REGULATIONS FOR EMPLOYEES.

Extreme cleanliness should be observed; care should be taken not to handle food, or bring hands in contact with the mouth while at work. Washing up thoroughly before eating or leaving after work. Rinse mouth thoroughly

with gargle before and after eating. All workers, when at work, should wear covering provided for clothes and head, which should not be worn outside the works, or removed therefrom. No food or drink should be brought into the workrooms; meals should be eaten only in a room provided for that purpose. Immediately report to physician or dentist any pain or tenderness of teeth or gums. Workers should make use of such safeguards as may be provided by the employer for the prevention of injury, and no worker should in any way interfere with the means and appliances for ventilating or removing dust, fumes or smoke. None but male adults should do any cleansing of floors or walls. Workers should ascertain the dangerous nature of the work, and familiarize themselves with the preventive measures.

C. T. GRAHAM-ROGERS,

*Medical Inspector of Factories.*

## II. PEARL BUTTONS.

Industries wherein large quantities of dust are generated during the processes of manufacture are inimical to the health of the workers employed therein, and the tables of mortality statistics show that the deaths from consumption are very much greater among persons engaged in dusty occupations than among those engaged in non-dusty occupations. Among the so-called dusty trades, that of mother-of-pearl working, or pearl button making is considered one of the most dangerous.

New York State is considered as one of the centers for the manufacture of fresh water pearl buttons. The majority of the workers employed in this industry are women and children; a large number of the children are under 16 years of age.

In view of the dangerous nature of this industry, it was decided to make it the subject of a special investigation, with a view toward studying the dusty nature of the industry.

Through the discovery in the Mississippi river of fresh water mollusks which were found to be admirably adapted to the use of buttonmaking, the industry in this country assumed some importance. Before this discovery, the raw material originally came from China, Ceylon, and the Mediterranean sea. Owing to the scarcity and high price of the East Indian shells, they are only used for ornaments, novelties, and the most expensive buttons.

### PROCESS OF MANUFACTURE.

Upon reaching the factory, the pearl shells are immediately put to soak in water for about a week, in order to render them less brittle, as the dry shells are apt to disintegrate when cut by the saws. The processes through which the shell passes are numerous, and the finished button is the result of a large amount of drilling, grinding, and polishing, whether by hand work or machinery.

*Sawing.* The wet shell is sawed into sizes convenient for cutting out blanks from it, and calculated so as to leave as little waste material as possible. The sawing is done by means of a circular saw driven by motive power. During the process small splinters of the shell fly about endangering the eyes of the workers. In the modern factories, each saw is equipped

with a glass shield to prevent the splinters from flying into the eyes of the operators, and as an additional protection some workers wear eye protectors. The sawyers are adult males.

*Cutting.* After the shells have been sawed into sections, the circular blanks or discs for the buttons are then cut out from these sections. In the use of fresh water shells, the discs are cut directly from the shells. The cutting process is a wet one and is done in a lathe. The drill is a hollow cylinder provided with teeth at its boring edge, which are forced through the shell; the disc, as it is cut out, passes through the hollow drill and drops into a receiver. The operator is obliged to force the shell against the drill either with pliers or his bare hands. The cutters are all adult males.

*Splitting.* The blanks or discs are now split into the desired thickness, according to the character of the button required. This work is usually done by hand, the workers being adult males.

*Planing, grinding, facing, backing, doming.* These are all processes in which the disc is subjected to the action of emery wheels for the purpose of leveling and smoothing the face and back of the button, and imparting to the button a rounded form. These processes are generally included in the terms turning and finishing. In the majority of the small factories, there is a separate lathe or grinder for each process. In the modern factories, many of the processes are completed automatically in one machine. Large numbers of young women are engaged in these processes.

*Drilling.* The discs are now placed in lathes or drilling machines, and holes are bored through them. The operators of these machines are mostly women and young persons. The ornamental or fancy form of button is secured through subjecting the disc to the action of various shaped drills and grinders. The discs after being drilled, are finished buttons ready for polishing.

*Polishing.* After passing through the various drills and lathes, the buttons are put into a rumble (which is a revolving cask) together with rotten stone and a hydrochloric acid solution, in order that the buttons may acquire a polish, and so bring out the original pearly luster. The workers in this process are all males.

*Carding.* After polishing, the buttons are sorted, counted, and sewed on cards. A greater part of the workers engaged in this part of the work are under sixteen years of age. Many of the large factories have the carding done by home workers.

#### DANGERS IN THE PROCESS.

Throughout the entire process, dust is necessarily created. It is the waste product of the industry, and to many manufacturers presents a serious problem; for in the large cities, it is necessary to pay for its disposal, and, as a rule, large quantities accumulate daily. It is evident, then, that conditions in the industry are not hygienic in character. Upon entering a pearl button factory, the impression first received is the suffocating character of the dust, and the peculiar organic odor present, thus giving a physical demonstration of the unhealthful character of the industry.

The danger is due entirely to the dust created in the course of manufacturing. This dust is of a creamy white color, very light, and composed of small grain, excessively thin, which under the microscope appear as

sharped-edged crystals; it gives to the touch a rough and gritty sensation. Dr. B. W. Richardson in a lecture delivered in 1876 said:

Guggenbauer and Klauser have made an analysis of the three different layers of which the pearl shell is composed. The most internal layer is the one used by the mother-of-pearl turner. It contains of organic matter insoluble in water 5.57 per cent., of organic matter soluble in water 0.11 per cent., of water 0.47 per cent., of carbonate of lime 93.555 per cent., and of alkaline salts 0.295 per cent.

An analysis of a pearl shell obtained in a New York City factory was found to be of the following composition:

Calcium carbonate (lime).....	55.60%
Carbon dioxide.....	39.50%
Ferric oxide.....	Trace
Magnesium oxide.....	Trace
Silicon dioxide (silica).....	Trace
Phosphate.....	Trace
Moisture.....	0.67%

The presence of the animal organic matter entering into the composition of the shell, is the cause of the odor peculiar to the industry.

The attention of many investigators has been attracted to the conditions in this industry, and as far back as 1832, C. Turner Thachrah, in "Effects of Arts, Trades, and Professions on Health and Longevity" states: "The pearl dust produces often bronchial irritation, and this excites pulmonary consumption in individuals predisposed to the disease." In 1855, Dr. Waller Lewis in a Parliamentary Report on "The Laws and Ordinances in Force in France for the Regulation of Noxious Trades and Occupations" states:

"It is almost exclusively the pearl-button makers, of whom there are a great number in Birmingham, who suffer from inhaling dust." He also states that "The injurious influence of the pearl-button manufacture on health was further confirmed by evidence afforded by Dr. Russell and by Dr. Johnstone." Dr. J. T. Arlidge, an eminent British authority in his "Hygiene, Diseases, and Mortality of Occupations," published in 1892, states that "The cutting, turning, drilling, and polishing of mother-of-pearl are attended by a large amount of heavy dust, which, from its composition, operates on the respiratory organs in the same fashion and degree as mica! dust." Speaking of the lesions produced in the lungs as a result of inhaling the dust, he refers to the findings of Dr. Greenhow as follows: "This excellent pathologist stated that he had satisfied himself of the identity of the lung affections of these workmen with those of miners, potters, flax dressers, and other operatives exposed to inhale air charged with dust. The symptomatology, moreover, is alike between them, and especially the long existence of shortness of breath before cough and other indications of broken-down health and lung lesion evidence themselves." Dr. Thomas Oliver, a recognized British Governmental expert, in "Dangerous Trades" writes:

Hirt regarded this trade as extremely dangerous. He found that 15 to 16 per cent of the men engaged in this trade died from phthisis. According to Guggenbauer turners of mother-of-pearl are said to suffer from a peculiar affection of the bones (osteomyelitis) owing to absorption of carbonate of lime from particles of the shell that have been inhaled. It is said that obscure rheumatic-like pains subsequently occur, and that the bones ulcerate. I have visited mother-of-pearl grinding shops in Sheffield and interrogated the workers there, but have been unable to find any evidence to support Guggenbauer's contention. The grinding in Sheffield is done by the wet process, and none of the men seem to suffer in the manner alluded to.



The results of my visits, observations, and interrogation of the workers in the industry in this state, has also failed to bring forth any evidence in support of Guggenbauer's contention. Many of the workers complained of rheumatism, but I believe it is attributable to the dampness of the work, together with the results of faulty personal hygiene, and improper dietetics.

The evidence of all investigators into the industry, sustains the contention that respiratory disorders are the results of the dusty character of the processes carried on. According to Arnold (*Untersuchungen über Staubinhalation*, Leipzig, 1885), coarse particles of dust which are not expectorated cause harm by clogging up the air vesicles and interfere with respiration, an irritation may accompany this condition, and result in an inflammation of the respiratory organs. A chronic inflammatory condition may ensue, and this favors infection with the tubercle bacilli (tuberculosis). The investigation undertaken by the Department demonstrates the presence of large quantities of dust in the pearl button factories, together with numerous colonies of bacteria and moulds, as is shown in the accompanying tables (*post*), thus conclusively proving that a specific cause of such bronchial conditions exists in the industry.

Analyses of samples of the air taken at the breathing level alongside of the machines devoted to wet grinding and drilling, showed the presence of large quantities of dust. This condition may have been caused by the rapid evaporation of the stream of water, through friction, thus permitting the dry particles of dust to fill the air; or it may have been due to the dry particles of the waste matter allowed to accumulate about the machine. The sorting, counting, and carding of the buttons is usually considered as a non-dusty process, but the results of the analyses of the air secured from rooms devoted exclusively to such work, showed the presence of considerable quantities of dust. The workers engaged in this occupation showed the effects of the dust upon the hands and clothes. The dusty condition is probably due to the fact that the buttons are not thoroughly cleansed in the polishing process. It is in this portion of the industry that the children under 16 years of age are employed.

During my visits to the factories, I have observed that many of the workers engaged in the various processes, are anaemic, and some have admitted that they are prone to suffer from bronchial affections. Many of the children were examined; those who had worked any length of time in the industry showed the results of dust inhalation, for the breathing was found to be of a harsh, rough character, instead of the usual slight, breezy murmur normally present. A number of adult workers in this industry were examined, and asthmatic conditions were found; two workers examined were found to be phthisical, but an examination of the sputum failed to show any tubercle bacilli.

Added to the danger of the irritating properties of the pearl dust, is the irritating effect of the fumes arising from the hydrochloric (muriatic) acid used in polishing, together with the irritating rotten or pumice stone. During my visits, I have seen young workers engaged at polishing wheels; it was claimed that the work was not unhealthful, but the condition of the operators' hands, face, and clothes, hardly bears out the fact of its being a safe occupation; and by standing alongside of the worker for a few minutes, I was convinced of its dangerous nature.

The manufacture of pearl buttons requires no special skill, and can be accomplished with the use of a few tools, hence it is an occupation which may be carried on in the homes. I am informed by a number of manufacturers that considerable home work is done in this state, mainly among Bohemians. Thus, it can be readily seen that most rigid sanitary regulations are required in order that the health of the workers in this industry may be safeguarded, and stringent regulations should be enforced applicable to the industry carried on in the homes.

The character of the work is such that it should only be performed under the most hygienic conditions. I have found a number of pearl button factories situated in tenant-factory buildings in the congested districts of New York City, where, owing to structural conditions, it was almost impossible to properly improve unsanitary surroundings. The rooms were poorly lighted, and the machinery was closely situated, and means for ventilation inefficient. Many young workers were found at work in places of this character.

In a small plant in Long Island, the shop was situated in the extension of the owner's dwelling; in the cellar, which was small and damp, several women were employed. In another factory women were employed all night at the automatic machines; the superintendent informed me that it meant a financial loss to break in other operators. This proves the need of special protection for the women engaged in this industry.

The large amount of organic matter, ammonia, and bacteria, found as a result of the analyses of samples of air taken from the workrooms, many of these rooms having exhaust systems installed and in use, shows that the conditions under which the work is being carried on, are dangerous to the health of the workers. The remedy is the installation of proper and efficient means of ventilation, with the removal of the dust at its point of origin. Massachusetts has recently enacted a law which provides that the State Board of Health may exclude minors under 18 years of age from any trade, process of manufacture, occupation or method deemed by said board to be sufficiently injurious to the health of such minors as to justify their exclusion therefrom, and among the processes named in the schedule, "cutting, boring, turning, planing, grinding, doming, facing, or polishing pearl shells" are included. I would respectfully recommend that the Department be given power to exclude workers under 18 years of age from this industry.

#### OBSERVED CONDITIONS IN NEW YORK STATE.

An endeavor was made to visit every factory in the state, and secure samples of air for analysis. In several situated at a distance from New York City only CO<sub>2</sub> tests were made as laboratory facilities were not available at time of visit. Analysis was made for carbon dioxide, oxidizable organic matter, total solids (dust), ammonia, bacteria, and moulds. It is noticeable that the carbon dioxide determinations are not indicative of the dangerous nature of the industry. In many factories physical records of children were secured. The apparently low amount of dust present in some places is due to the fact that they were small places situated in the open country, and samples were taken in mild weather when all doors and windows were open. Return visits were made to a number of the factories.

## PLANT NO. 1.

This place occupies the seventh loft of a large tenant-factory building. The carding room is partitioned off from main loft. The general conditions in this place are good. A number of windows permit of proper lighting by natural means. All machines are connected with an exhaust system. The amount of dust found was not very high, but the ammonia, and bacteria were.

## PLANT NO. 2.

This is a small place occupying the fifth floor of a small tenant-factory in a congested district. The general conditions of the place were not good. Despite the fact that machines were connected with an exhaust system, the dust organic matter, ammonia and bacteria were high, proving inadequacy of ventilation.

## PLANT NO. 3.

This place occupies the seventh floor of a small tenant-factory in a congested district. The general conditions of the place are poor. In one room were fourteen drilling machines with no exhaust system. The operators were all young females; they were covered with the fine dust, and were obliged to wear head coverings. The analyses showed an exceedingly bad state of affairs, 342 grams of dust per million litres being found, and 5 grams of organic matter. The ammonia and bacteria were also high. The place was decidedly unsanitary, and dangerous to health.

## PLANT NO. 4.

This place occupied the top floor of a front and rear tenant-factory; the lofts were joined by a bridge. This building was situated in a congested district. Windows were ample, but room was divided by partitions. Machines were connected with an exhaust system. In the rear loft, several young men were polishing pearl handles on a buffing wheel, using muriatic acid and pumice stone; their hands, face, and clothes were covered with the material, which is of an irritating character. The general conditions of the place were fair.

## PLANT NO. 5.

This is a very small place situated on the sixth floor of an old tenant-factory building in a congested district. Only a few males are employed. Windows are few, lighting is poor. A number of drilling machines have no exhaust connection. Dust, organic matter, and bacteria were high.

## PLANT NO. 6.

This is a small place situated on the third floor of an old tenant-factory building in a congested district. Windows were ample, and place was well lighted. Machines were connected with an exhaust system. General conditions of place were not good, and machinery was crowded. A number of young males and females are employed. No air analyses were made.

## PLANT NO. 7.

This is a large place occupying a corner building. The second floor is devoted to the office, and to sorting and carding. A large number of girls

under sixteen years of age are employed at sorting and counting. A number of physical records were secured. One girl was found to be suffering from trachoma (a contagious eye disease). The upper floors are devoted to sawing, boring, cutting, turning, and finishing. Windows are ample, but despite an exhaust system conditions were not good. The general arrangement of the exhaust system was faulty. The bacterial findings in this place were high.

PLANT NO. 8.

This is a very small place employing only a few males and females; it is situated on the sixth floor of an old tenant-factory in a congested district. General conditions of shop and building are poor. Windows and lighting are inadequate for the character of work. Machines were connected to an exhaust fan. Dust and bacteria findings were high.

PLANT NO. 9.

This is a small place situated in a large tenant-factory in a congested district. A few males are employed, and windows and light were ample. General conditions of the place were good. No tests were made.

PLANT NO. 10.

This is a small place occupying part of the loft in a corner building near the river. A few male adults were employed. Exhaust system was installed, and general conditions of the place were fair.

PLANT NO. 11.

This is a very small place. Several machines without exhaust connection. Dust, organic matter, and bacteria were rather high.

PLANT NO. 12.

This is a fair-sized place occupying two floors in a tenant-factory situated, near the river. General conditions were not good. Despite the installation of an exhaust system, dust, organic matter, and bacteria were high. A large number of females are employed on grinding and drilling machines.

PLANT NO. 13.

This is a small place situated in an unsanitary tenant-factory in a congested neighborhood. Windows are inadequate, and lighting is poor. It is necessary to use gas for illumination during the day. Machines are connected with an exhaust system, and an endeavor is made to keep the place clean. The dust, ammonia, organic matter and bacteria are very high. This is a building unsuited for manufacturing purposes of this character.

PLANT NO. 14.

This is a fair-sized place, in a tenant-factory situated in a congested district. General conditions of the place are fair. An exhaust system is installed, but a number of drilling machines are not connected. The dust, organic matter, and bacteria were high.

## PLANT NO. 15.

This is a fair-sized place situated in a tenant-factory. While there are sufficient windows, the machinery is so crowded as to make the place gloomy, and increase the danger of accidents. General conditions were not good, and means of egress in case of fire were dangerous. A number of children were employed on the machines. Dust, organic matter and bacteria were high, despite the exhaust system to which machines were connected.

## PLANT NO. 16.

This is a large place occupying a corner building. The first floor was devoted to sawing, and wet grinding; no exhaust system was installed on this floor; analyses showed a very high amount of dust, organic matter, ammonia, and bacteria. The upper floors were devoted to turning and finishing; light was sufficient, and machines were connected with an exhaust system, but it was ineffective, as dust and organic matter were high.

## PLANT NO. 17.

This is a small place occupying the third floor of a tenant-factory in a closely settled district. Windows are ample, but machinery is so closely situated as to make place gloomy. General conditions of place were not good. An exhaust system was installed but was inefficient. Dust, organic matter and bacteria were high.

## PLANT NO. 18.

This is a small modern building situated in the open country; the place is light and sanitary; both wet and dry grinding and drilling machines are connected with an exhaust system. Dust was high, but this was probably due to open windows permitting outside dust to blow in, as the day was a breezy one in summer. The high organic matter was due to the odor of oil and gasoline from motor on floor below. The general conditions of this place were very good.

## PLANTS NOS. 19-24.

These places were all situated in the open country, and occupied the same type of building. This consisted of a small one room place, motive power being supplied by a gasoline motor. Windows and light were ample; and but few females were employed. General conditions were good. The buttons made were of the fresh water variety. In all cases exhaust systems were installed.

## PLANT NO. 25.

This is a large light sanitary loft situated close to the river in a very thinly settled district. Machines are all connected with an exhaust system. Conditions are good. Dust, organic matter, ammonia were low.

## PLANT NO. 26.

This place occupies a small modern building constructed especially for the work. First floor is devoted to cutting and sawing room, also a carding room. The second floor was devoted to grinding, turning and finishing.

Wet drilling machines were the only ones not connected with the exhaust system. The general sanitary conditions were good, and dust was not very high.

PLANT NO. 27.

This place was situated in the extension of a dwelling-house. The cellar was used for sawing. The upper floor was used for grinding and finishing. In this room machinery was so closely situated as to really be dangerous. Carding and sorting was done in the dining-room. Despite the use of an exhaust system, dust and organic matter were high.

PLANT NO. 28.

This is one of the largest factories in the state occupying the greater part of a modern building situated in the open. The turning, finishing, drilling, etc., is all done by modern automatic machines connected with an exhaust system. Rooms are large, light, and air space per person is ample. A large number of young workers, both male and female, are employed at the machines. In sorting, counting, and carding, the majority of the workers are girls under 16 years of age. A large number of physical records were secured in this place. The general hygienic conditions of the place are good. The findings for dust, organic matter, and bacteria were low.

PLANT NO. 29.

This is a frame building built on the side of a hilly road. The upper floor is devoted to sorting and counting. The lower floor is devoted to drilling. Windows are numerous and air space per person is ample. An exhaust system connects all machines. Analyses of the air showed a very high proportion of dust, organic matter, and ammonia and the bacteria count was high. This may have been due to its peculiar situation to the dusty road, the building being really situated in a gully.

PLANT NO. 30.

This is one of the largest factories in the country. It occupies two modern brick buildings near the railroad. Machinery is all of the modern automatic type, and connected with a modern exhaust system. One floor is devoted entirely to sorting and counting. This firm has the carding done by home workers. Notwithstanding the fact that conditions in this plant are very good, the ventilation system is faulty. No counter openings were provided for, and while there is an adequate exhaust system, it is unable to accomplish the purpose for which it was installed. The results of the air analyses show this to be so.

On the first floor grinding room, the dust was very thick and 165 grams per million litres were found. In the finishing rooms, the CO<sub>2</sub> was 13 parts, organic matter 9.6 grams, ammonia 4, and 10 colonies of bacteria were found, whereas the dust was only 20 grams, showing that while the exhaust system was effective in removing the dust, the air was dangerously impure from products of respiration. In the room devoted to sorting, where we would expect to find but little dust, there was found 82.5 grams per million litres, which is high. The workers in this room are young persons, many are girls under 16 years of age.

## PLANT NO. 31.

This place occupies a two story brick structure situated near the railroad. Windows are numerous and the place was well lighted. Sanitary conditions are very good. Machines are all connected to an exhaust system. Dust and organic matter were not as low as would be desired. In this factory, women are employed on the all-night shift, at the finishing machines. No children are employed.

## PLANT NO. 32.

This is one of the large places in the state. Both pearl and vegetable ivory buttons are made in the same building. The plant occupies two modern brick buildings situated in the open, and upon the banks of the canal. No tests for dust were made, owing to lack of laboratory facilities. Sanitary conditions were good. Physical records of a number of young workers were secured.

## REGULATIONS NEEDED.

As the danger in this industry is principally from the dust created during the process of manufacture, this condition may be remedied by the application of sections 81 and 86 and in addition, I venture to recommend the formulation of regulations along the following lines.

## FOR EMPLOYERS.

No person under 18 years of age should be employed at sawing, cutting, boring, turning, planing, grinding, doming, facing, or polishing pearl shell.

All machines shall be provided with an efficient exhaust system. All workrooms shall be ventilated by artificial means so that an abundant supply of fresh air is maintained.

All floors should be of such material as to be easily subjected to removal of dust by a moist method, and should be cleansed daily. All dust collecting in or about machines where wet or dry drilling or grinding is done, shall be removed daily. Windows should be cleansed at least once every two weeks.

A sufficient supply of wash basins with running hot and cold water, soap and brushes should be supplied. No food should be brought into, or eaten in the workrooms. Overalls should be worn by males, and aprons and head covering by females, same to be discarded upon leaving the room.

Proper protection for the eyes of sawers should be furnished.

## FOR EMPLOYEES.

Extreme cleanliness should be observed.

No worker should in any way interfere with the means and appliances for ventilation or the removal of dust.

Workers should make use of such safeguards as may be provided by the employers for the prevention of injuries.

No food or drink should be brought into the workrooms; meals should be eaten only in a room provided for that purpose. All workers when at work should wear overalls, apron and head covering, the same to be discarded upon leaving after the day's work.

C. T. GRAHAM-ROGERS,  
*Medical Inspector of Factories.*

## RESULTS OF AIR ANALYSES IN

No. of plant.	Date and weather.	Floor of building and process in room.	NUMBER OF EMPLOYEES.		MEANS OF VENTILATION.	TEMPERATURE (FAHRENHEIT).	
			Male.	Female.		Outdoors.	Indoors.

## PHOSPHORUS MATCHES.

1	June 15; clear.	1st; dipping (room A).	12	.....	Windows: 9 S., 6 E., 5 W., 2½ side, each having 4 louver panes open; doors: 1 side, 1 front; the two rooms are connected by large arches.	78	82
		1st; dipping (room B).	10	18		78	82
2	Sept. 27; cloudy.	2d; box making.....	3	8	.....	78	76
		4th; mixing.....	10	.....	Windows: 5 N., 12 E., 12 W.; elevator shaft; dipping room connected by arch; 10 mixing pots connected to 42" exhaust fan; entire building equipped with plenum heating and ventilating system using 12" fan.	67	74
		4th; dipping and packing (room A).	12	49	Windows: 9 N., 6 E., 13 S.; room B connected by 3 arches; louver windows entire length of roof.	67	74
		4th; dipping and packing (room B).	10	70	Windows: 10 N., 14 S.; louver windows entire length of roof; arches connect this room with rooms A and C.	67	73
		4th; dipping and packing (room C).	10	8	Windows: 10 N., 12 S., 4 W.; room B connected by arches; louver windows entire length of roof.	67	74
		2nd; dipping and packing	11	42	Windows: 4 N., 16 S.; arches to side rooms.	67	73

## PEARL BUTTONS.

1	April 7; clear.	7th; polishing.....	55	9	Windows: 6 front, 12 rear, 6 W., 1 E., many open; 3 large skylights; exhaust system for all machines.	47	61
		7th; carding.....	.....	6		.....	.....
2	April 21; partly cloudy.	5th; drilling.....	29	6	Windows: 6 front, 3 rear, 2 side, open; grinding machines connected with exhaust system.	60	72
3	April 21; partly cloudy.	7th; drilling.....	60	32	Windows: 6 front, 7 rear, 8 side, many open; 1 skylight.	60	72
4	May 9 and 21; cloudy.	5th; (front) finishing.	100	40	Windows: 14 front, 2 side, some partly open; exhaust system for 20 machines.	66	67
		5th; (center) finishing.	.....	.....	.....	66	67
		5th; (rear) polishing.	36	.....	Windows: 16 front, 3 skylights open; exhaust system for 19 drilling machines.	68	70
5	May 21; clear.	5th; (rear) drilling.....	.....	.....	.....	68	71
		8th; (rear) drilling.....	7	.....	Windows: 2 side, 2 rear, open; 7 machines connected with exhaust system.	.....	67
6	May 21; clear.	3rd; polishing.....	20	8	Windows: 3 front, 3 rear; 6 side, partly open; exhaust system for all machines.	•	•
7	June 6; clear.	5th; drilling, polishing and sorting.	26	26	Windows: 7 E., 9 S., 6 N.; 7 windows partly open; exhaust system for 40 machines.	66	73
		4th; drilling and backing.	40	20	Windows: 7 E., 9 S., 6 N.; windows partly open; exhaust system for some machines.	66	70
		3rd; drilling, polishing and sorting.	4	2	Windows: 7 E., 4 S., partly open; exhaust system for 4 machines.	66	68
		2nd; counting and sorting.	5	65	Windows: 7 E., 9 S., 6 N., partly open.	66	71
8	Aug. 16 cloudy.	6th; (center).....	3	2	Windows: 2 S., 4 W., partly open; exhaust system for 4 machines.	68	74
9	Aug. 16 cloudy.	.....	6	2	Windows: 3 front, 3 rear, 4 side, open; exhaust system for machines.	•	•

\* Not observed.



CERTAIN FACTORIES, 1910.

Humidity.		RESULTS OF AIR ANALYSES.						Remarks. [Including notation of artificial light or heating in use; and any fumes, odors or gases observed.]
Out- doors.	In- doors.	Parts of CO <sub>2</sub> in 10,000 vol- umes.	Parts of ammonia in 1,000,000 vol- umes.	Grams of oxidis- able organic matter in 1,000,000 liters of air.	Grams of solids in 1,000,000 liters of air.	Num- ber of colonies of bacteria per liter of air.	Num- ber of moulds per liter of air.	
74	80	8	*	0.96	80.0	*	*	No exhaust system; marked odors of phosphorus and paraffin; analysis showed 0.2 grams phosphorus per million liters of air in room A, and 0.28 grams in room B.
74	81	9	*	1.40	62.0	*	*	
	74	7	*	0.86	42.0	*	*	Analysis showed 0.09 grams phosphorus per million liters of air.
70	68	8	*	7.40	440.0	*	*	Analysis showed 0.61 grams phosphorus per million liters of air.
70	63	7	*	36.00	229.0	*	*	Analysis showed 0.81 grams phosphorus per million liters of air; each of six dipping machines has dry air blast to dry matches.
70	63	8	*	18.30	291.0	*	*	Analysis showed 0.74 grams phosphorus per million liters of air.
70	63	7	*	18.00	210.0	*	*	Analysis showed 0.8 grams phosphorus per million liters of air.
70	65	10	*	36.00	440.0	*	*	Analysis showed 1.1 grams phosphorus per million liters of air.
70	65	7	2.0	1.64	13.2	14	6	Carding room and office partitioned off; place dirty; wood floor.
		8			15.6	16	8	
73	70	6	3.0	3.20	125.0	7	2	Wood floor; dusty; acid fumes (HCl).
73	52	9	2.0	5.51	342.7	12	5	Wood floor; place very dusty; no exhaust system; acid fumes (HCl).
79	68	8	1.0	1.28	55.0	*	*	No exhaust system for 14 drilling machines; first test made at these machines; wood floor, dusty; steam heat; acid fumes (HCl).
79	68	8	1.0	1.39	42.0	10	4	
84	70	9	1.0	0.51	42.3	9	2	No exhaust system for 5 wet drilling machines; acid fumes (HCl).
84	69	7	1.0	1.12	51.0	9	0	
	51	9	5.0	0.70	38.0	14	7	Wood floor; place dirty.
	*	*	*	*	*	*	*	
78	63	8	1.0	0.93	37.5	11	0	No exhaust system for 6 machines; exhaust system for others in very poor condition; acid fumes (HCl).
78	65	8	1.0	1.20	49.3	9	0	No exhaust system for 28 machines; exhaust system in very poor condition.
78	59	7	†	0.65	34.7	8	1	No exhaust system for 4 wet drilling machines; exhaust system for others in very poor condition.
78	76	10	1.0	1.40	39.3	16	2	
84	80	7	1.0	0.35	64.0	9	4	No exhaust system for 2 wet carving machines; acid fumes (HCl).
*	*	*	*	*	*	*	*	Wood floor; place clean.

† Trace.

## RESULTS OF AIR ANALYSES IN

No. of plant.	Date and weather.	Floor of building and process in room.	NUMBER OF EMPLOYEES.		MEANS OF VENTILATION.	TEMPERATURE (FAHRENHEIT).	
			Male.	Female.		Out-doors.	In-doors.
PEARL BUTTONS — (Continued).							
10	Aug. 24; cloudy.	3rd; drilling.....	10	.....	Windows: 5 front, open; exhaust system for 12 machines.	74	80
11	Aug. 24; cloudy.	3rd; drilling.....	12	.....	Exhaust system for machines.....	74	79
12	Aug. 25; clear.	1st; polishing.....	40	15	Exhaust system.....	78	80
		1st; drilling and polishing.	35	60	.....	78	79
13	April 14; cloudy.	3rd; drilling.....	15	6	Windows: 8 side, partly open; exhaust system for machines.	74	76
14	Aug. 30; clear.	.....	40	55	Exhaust system for 28 machines.....	73	72
15	Aug. 30; clear.	3rd; drilling, etc.....	6	25	Windows: 3 front, 3 rear, 5 side, open; exhaust system for machines.....	68	70
16	Aug. 25; cloudy.	1st; sawing, drilling and polishing.	5	.....	Windows: 7 front, 1 rear, open.....	67	76
		4th; sawing, drilling and polishing.	4	26	Windows: 11 S., 11 N., 6 E., 2 W., some slightly open; 4 roof openings; exhaust system for grinding machines.	67	72
17	Aug. 26; cloudy.	3rd; polishing, etc....	7	16	Windows: 3 front, 3 rear, 5 side; 1 door; door and window partly open; exhaust system for grinding machines.	67	78
18	Aug. 26; partly cloudy.	2nd (center); drilling and polishing.	23	.....	5 machines connected to 18" fan; 10 wet grinders connected to 14" fan.	69	78
		1st; carding.....	1	5	Windows: 2, partly open.....	69	75
19	Aug. 26; clear.	1st; drilling and polishing.	15	.....	Windows: 3 N., 5 E., 4 W.; door: 1 W.; windows and door open; 4 polishing machines and wet drilling machines connected to exhaust system.	69	75
20	June 2; clear.	1st; drilling and polishing.	8	1	Windows: 6 S., 2 W., 2 E., all open; exhaust system for all machines.	61	67
21	June 3; clear.	1st; drilling and polishing.	16	5	Windows: 1 S., 5 E., 4 W., 6 entirely open; exhaust system for all machines.	61	70
22	June 3; clear.	1st; drilling and polishing.	7	.....	Windows: 3 rear, 4 side; 1 door; all open; exhaust system for all machines.	62	74
23	Aug. 30; clear.	1st; drilling and polishing.	22	5	Exhaust system for 18 machines.....	73	71
24	June 3; clear.	1st; drilling and polishing.	8	.....	Windows: 3 N., 1 S., 3 E., 4 W.; 1 door; all open; exhaust system for 3 machines.	62	71
25	April 5; 1909; clear.	1st; drilling and polishing.	30	25	Windows: 24, three-quarters open; exhaust system for 42 machines (including 19 drillers).	.....	.....
26	May 17; clear.	2nd (center); drilling and polishing.	35	15	Windows: 5 open; exhaust system for 28 machines.	57	62
		1st (center); backing and sawing.	2	2	Exhaust system for 105 machines....	57	64
27	April 28; clear.	2nd; polishing.....	12	4	Windows: 2 rear, 4 side; 2 rear windows open; exhaust system for all machines.	48	70
		Cellar; sawing.....	2	.....	Windows: 2 rear, 4 side; 2 side windows open; exhaust system for all machines.	48	62
28	May 18; clear.	4th; finishing and sorting.	25	120	Windows: 20 N., 17 S., slightly open; exhaust system for 105 machines..	55	65
		2nd; carding.....	15	140	Windows: 9 E., 20 W., louvered....	55	72
		2nd; polishing.....	10	.....	Windows: 9 front (office), 8 side and rear, open; two 24" exhaust fans.	55	63
		1st; polishing.....	20	.....	24" fan in window.....	55	67

\* Not observed.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 69

## CERTAIN FACTORIES, 1910 — (Continued).

HUMIDITY.		RESULTS OF AIR ANALYSES.						Remarks. [Including notation of artificial light or heating in use; and any fumes, odors or gases observed.]
Out- doors.	In- doors.	Parts of CO <sub>2</sub> in 10,000 vol- umes.	Parts of ammonia in 1,000,000 vol- umes.	Grams of oxidiz- able organic matter in 1,000,000 liters of air.	Grams of solids in 1,000,000 liters of air.	Num- ber of colonies of bacteria per liter of air.	Num- ber of moulds per liter of air.	
84	76	6	†	0.89	50.0	6	0	Wood floor; place dusty; 3 machines not connected with exhaust system.
84	82	7	1.5	1.30	49.0	7	0	No exhaust system for 3 machines.
65	65	7	1.0	0.96	40.0	7	7	Acid fumes (HCl).
65	67	8	1.9	1.60	62.0	5	3	
61	69	14	2.0	2.60	82.1	17	8	Wood floor; place gloomy; gas lights.
76	75	7	0.5	0.41	54.0	4	6	Cement floor; place clean; no exhaust system for 23 small drilling machines.
84	87	8	2.0	0.82	96.0	18	5	Wood floor; place dusty; acid fumes (HCl); machines very close together.
67	80	8	1.5	6.20	150.0	14	5	Wood floor; wet grinding; very dusty.
87	83	7½	1.0	0.42	32.0	10	1	Exhaust system not effective; place dusty.
87	79	7	2.0	0.80	93.0	12	5	Wood floor; place dusty and gloomy; machines close together; acid fumes (HCl).
60	64	8	†	3.30	75.0	4	2	Odor of gasoline and oil from engine-room below responsible for high organic matter.
60	78	-----	1.0	8.10	47.2	9	3	Gas engine in other part of room; odor of gasoline.
60	69	7	†	1.20	22.0	3	0	No exhaust system for 5 drilling machines; gasoline engine.
64	70	8	1.0	0.50	12.0	4	1	Wood floor; gasoline engine.
64	71	10	1.0	1.53	16.0	9	0	Wood floor; gasoline engine.
73	75	6	†	0.47	14.0	3	0	Wood floor; gasoline engine.
76	69	6	†	0.96	39.5	4	0	No exhaust system for 5 machines.
73	74	6	†	1.30	69.1	4	0	Exhaust system for 5 wet drilling machines not in use; gasoline engine.
-----	-----	6	-----	1.16	10.0	9	0	
50	50	7	†	0.52	29.0	4	0	No exhaust system for 15 wet drilling machines.
50	61	6	•	•	•	•	•	No exhaust system for 7 wet drilling machines.
49	62	5	3.0	1.20	30.0	11	6	Shop is addition to rear of dwelling; machines very close together; workers crowded.
49	71	6	-----	6.10	42.0	9	10	Acid fumes (HCl).
70	79	10	†	0.44	5.2	6	1	Place dusty; no exhaust system for 7 wet drilling machines.
70	79	12	1.9	2.30	26.1	8	2	
70	66	8	0.9	0.71	19.5	3	4	Acid fumes (HCl).
70	64	9	†	•	•	•	•	

† Trace.

## RESULTS OF AIR ANALYSES IN

No. of plant.	Date and weather.	Floor of building and process in room.	NUMBER OF EMPLOYEES.		MEANS OF VENTILATION	TEMPERATURE (FAHRENHEIT).	
			Male.	Female.		Out-doors.	* In-doors.

## PEARL BUTTONS — (Concluded).

29	May 18; clear.	1st; drilling.....	25		Exhaust system for all machines.....		67
		2nd; sorting and counting.....	1	15	Windows: 11 S., 10 N., 6 E.; 1 door; all partly open.		63
30	May 2; cloudy.	1st; grinding.....	24		Door open; exhaust system for 26 grinding machines.		65
		2nd; finishing.....	47	9	Windows: 4; and door slightly open; exhaust system for all machines.		78
		2nd; finishing (new mill).	12	42	Windows: 14 E., 6 S., 3 W.; 2 doors; all slightly open; exhaust system for all machines.		72
		3rd; sorting.....	4	90	Windows: 17 E., 2 W., 4 N.; 1 door, E.; some partly open; 2 skylights.		70
31	May 2; cloudy.	1st; sorting.....		25	Windows: 5 S., 9 N., slightly open.		71
		2nd; drilling and finishing.	8	15	Exhaust system for 10 finishing machines.		63
32	Nov. 10-11, 1909; clear.	Cellar; polishing.....	20	15	Few windows open; exhaust system for pearl button machines.		68
		3rd; finishing.....	12	10			71
33	April 14; clear.	3rd; polishing.....	15	6	Windows: 8 side, partly open; exhaust system for machines.	*	*

## MISCELLANEOUS INDUSTRIES.

## KNIT GOODS.

1	April 5; partly cloudy.	5th (rear).....	10	40	Windows open: 7 front, 4 rear, 7 side.	74	78
		5th (center).....				74	76
		5th (front).....				74	75

## ARTIFICIAL FLOWERS.

2	April 12; partly cloudy.	10th (center).....	4	145	Windows: 7 front, 4 rear, 7 side; doors: 2 rear, open.	57	70
		10th (front).....				57	70

## CIGARS.

3	April 14; clear.	3rd (center); rolling..	8	4	Windows: 2 front, 4 rear, open.....	63	72
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## BRASS GOODS.

4	April 15; cloudy.	2nd; buffing.....	18	1	Windows: 4 front, 4 rear; coke ovens hooded; 2 windows in buffing room, open.	74	75
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## STATIONERY.

5	April 19; cloudy.	3rd; engraving.....	2	20	Windows: 3 front, 3 rear.....	61	68
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\* Not observed. † Trace

## CERTAIN FACTORIES, 1910 — (Continued).

Humidity.		RESULTS OF AIR ANALYSES.						Remarks. (Including notation of artificial light or heating in use; and any fumes, odors or gases observed.)
Out- doors.	In- doors.	Parts of CO <sub>2</sub> in 10,000 vol- umes.	Parts of ammonia in 1,000,000 vol- umes.	Grams of oxidis- able organic matter in 1,000,000 liters of air.	Grams of solids in 1,000,000 liters of air.	Num- ber of colonies of bacteria per liter of air.	Num- ber of moulds per liter of air.	
.....	60	6	†	7.30	291.0	18	0	
.....	59	6	†	3.79	145.0	9	0	
.....	68	10	2.5	2.30	165.0	13	5	Windows closed; place very dusty; steam heat.
.....	79	13	4.2	9.60	20.0	28	10	Floor wood; place close but clean; steam heat.
.....	60	8	2.6	3.60	72.5	10	2	Steam heat.
.....	57	6	0.5	1.20	82.5	5	0	Floor wood; place dusty; steam heat.
.....	62	7	1.5	4.80	65.0	4	0	Wood floor; place dusty; steam heat.
.....	56	64	0.5	2.30	87.0	3	0	Wood floor; place clean.
.....	51	9	•	•	•	•	•	No exhaust system for two machines using gas; both pearl and vegetable ivory buttons made in same building; steam heat; Department had no laboratory facilities at this time.
.....	62	14	•	•	•	•	•	Odor from machines using gas; steam heat; Department had no laboratory facilities at this time.
•	•	•	•	•	•	•	•	Department had no laboratory facilities at this time.
82	78	9	1.5	13.20	55.0	10	2	Electric lights; microscopic examination showed cotton fibres, skin, epithelial cells.
82	78	110	1.5	10.80	60.0	.....	.....	
82	78	8	1.5	13.30	54.0	.....	.....	Wooden floors, clean; electric lights.
46	62	9	0.2	1.50	29.0	8	3	Welsbach lights; wooden floors clean; alcohol odor.
46	62	9	0.0	1.30	21.0	.....	.....	
55	70	10	4.0	16.00	110.0	.....	.....	Electric lights; tobacco odor.
61	53	12	0.3	5.00	500.0	35	10	Lacquer odor; smoke; hoods of coke ovens and buffing wheels not connected with exhaust system; 3 coke furnaces in main room; buffing-room partitioned off; wood floors, dirty.
91	85	8	†	4.00	10.0	2	.....	Turpentine odor; small amount of bronze powder used in some cases for dusting; wood floors, clean; Welsbach lights.

; some staphylococci present

## RESULTS OF AIR ANALYSES IN

No. of plant.	Date and weather.	Floor of building and process in room.	NUMBER OF EMPLOYEES.		MEANS OF VENTILATION.	TEMPERATURE (FAHRENHEIT).	
			Male.	Female.		Out-doors.	In-doors.
MISCELLANEOUS INDUSTRIES — (Concluded).							
PRINTING.							
6	April 20; partly cloudy.	5th; linotype composing.	11	7	Windows: 13, 6 partly open; linotype machines hooded and piped, and connected to 12" fan in roof.	58	67
		5th; monotype casting.	3	.....	Windows: 3.....	58	65
COTTON GOODS.							
7	June 7; clear.	1st; weaving.....	10	14	Windows: 38 side, 2 end, some open.....	.....	73
		2nd; spinning.....	10	12	Windows: 39 side, 4 end, some open.....	.....	80
		2nd; carding.....	10	.....	Windows: 38 side, 2 end, some open.....	.....	72
MICA PRODUCTS.							
8	July 12; partly cloudy.	1st; plate forming...	3	16	Windows: 19 side; large opening to other room.	79	77
BRONZE POWDER.							
9	Sept. 6; partly cloudy.	2nd (center).....	18	.....	Windows: 4 front, 6 rear.....	82	78
		2nd (rear).....	.....	.....	.....	82	78
WOOLLEN RAG SORTING.							
10	Sept. 8; partly cloudy.	2d (center).....	.....	4	Windows: 3 front, 3 rear, partly open.	74	77
COATS.							
11	Sept. 16; partly cloudy.	4th (center).....	30	17	Windows: 3 front, 3 rear, slightly open.	72	79

## CERTAIN FACTORIES. 1910—(Concluded).

Humidity.		Results of Air Analysis.						Remarks. [Including notation of artificial light or heating in use; and any fumes, odors or gases observed.]
Out- doors.	In- doors.	Parts of CO <sub>2</sub> in 10,000 vol- umes.	Parts of ammonia in 1,000,000 vol- umes.	Grams of oxidis- able organic matter in 1,000,000 liters of air.	Grams of solids in 1,000,000 liters of air.	Num- ber of colonies of bacteria per liter of air.	Num- ber of moulds per liter of air.	
72	63	9	†	0.43	11.0	3	.....	Wood floor, clean.
72	66	7	†	0.30	7.8	.....	.....	
.....	83	6	†	0.88	28.0	15	.....	Artificial humidification in all rooms; air in all rooms filled with lint; workers in spinning room in bare feet; floors in carding-room wood; constantly swept; workers clean.
.....	60	7	†	1.23	52.0	4	.....	
.....	83	7	†	1.20	55.0	10	.....	
49	52	6	†	3.80	28.0	2	.....	Microscope showed mica plaques; analysis showed 4.1 gram alcohol per cubic meter of air; concrete floor, clean.
88	79	8	†	0.50	72.0	1	8	Wood floor; place slightly dusty.
88	79	8	†	0.38	70.0	.....	.....	
72	50	6	0.5	0.42	20.0	6	4	Wood floor, clean.
50	70	14	3.0	1.40	29.0	270	4	Wood floor, very dirty and unsani- tary.

† Trace.

### III

#### REPORT OF THE TUNNEL INSPECTOR.

HON. JOHN WILLIAMS,

*Commissioner of Labor, Albany, N. Y.*

SIR: I hereby submit my annual report for the year ended September 30, 1910.

As usual, each contract was visited every three months or as near thereto as possible, allowing for two inspections and two observations during the year; but an assignment to factory inspection duty for the first three and one-half months of the fiscal year curtailed the visits to but three to each contract.

The total number of tunnels or sections of tunnels under supervision amounted to 49, together with two compressed air caisson contracts containing 127 caissons. The highest air pressure under which men worked was 46 pounds per square inch on caisson work for the Municipal Building foundations in New York City. Men worked in this pressure in three forty-minute shifts with a three-hour intermission out of twenty-four hours. Caisson work was carried on only in New York City and was for the purpose of building foundations. One other contract in the state using compressed air was located in Buffalo—the water supply tunnel under Lake Erie.

It is gratifying to note that practically every conceivable precaution had been taken on compressed air work for the safety and comfort of the men, without waiting for official orders from this Department. Could any further suggestions have been made, I am certain that these several contractors would have been only too willing to comply with them.

The other class of work — subterranean — for the greatest part consisted of tunnels, forming portions of the Catskill Aqueduct, from the Catskill Mountains to New York City. It was upon this work that two new American records for driving one-heading rock tunnels were established, that three different methods of driving rock tunnel were in use and that several innovations were introduced in timbering treacherous rock.



During the month of October, 1909, at shaft No. 7 of the Rondout Siphon, the south heading was advanced 488½ feet. This was claimed to be a record run at that time for a rock tunnel of that size (17½ feet). Again, during the month of September, 1910, at shaft No. 3 of the Wallkill Siphon, this record was eclipsed by advancing the north heading 523 feet for the same size tunnel. This kind of work is carried on both day and night, the men working in three eight-hour shifts.

Of the various methods of driving rock tunnel, the one most frequently used in the large tunnels and by means of which the new records were made, is to drive a top heading and follow along with the bench as near to the top heading as convenient.

Another method used by several tunnels, where shafts are not necessary, is to hole through from end to end the top heading and then take out the bottom. This method is fast, quite safe for the men, and when holed through offers good, natural ventilation in which the remainder of the work may be carried on.

One tunnel, working from two portals, is being driven by carrying along a bottom heading and taking the rock out from atop of a timbered platform, dropping excavated rock to cars below by means of chutes. This method is quite safe for men.

In one tunnel, where extensive timbering was necessary, a form of "steel timber" has been introduced, steel taking the place of the timber. This steel remains in place when tunnel is lined with concrete, whereas the timbers would have to be removed before lining with concrete. This naturally tends toward greater safety, as the treacherous rock might give way when removing timbers before concreting.

A similar method has been resorted to in shaft timbering at Storm King, where the aqueduct will cross under the Hudson River. At present the shafts there are down about 900 feet and will have to go down farther. It was found that, due to the enormous pressure upon the unsupported rock at that depth, the least fault in the rock would cause occasional breakings and consequently a fall of rock upon men working below. Timber here would have to be taken out when concreting the shaft, thus perhaps causing many breaks. Steel, making a stronger and safer

support, has supplanted timber here, and will not have to be taken out when shaft is to be concreted.

There were employed on tunnel work during the fiscal year 8,190 men, only 450 of this number working in compressed air. Accidents reported to the bureau amounted to 817, with 49 fatalities. In comparison to the previous year the ratio of accidents to number of men has not decreased to any extent, and the fatalities have unfortunately increased. For the greater part the fatalities were due to powder explosion in one form or another, and can be attributed directly to the carelessness in handling of explosives by one man — that apparently unconscious carelessness acquired by men working in hazardous occupations.

In all, tunnels that when completed would aggregate thirty-seven miles, were in the course of construction during the past year, and as much or more will be working during the coming year.

Respectfully submitted,

(Signed)      GUSTAV WERNER,  
*Tunnel Inspector.*

## STATISTICS OF TUNNELS INSPECTED, 1910.

LOCATION AND PURPOSE OF TUNNELS.	Owner.	Contractor or constructor.	Number of tunnels or sections.	Number of employees.	NUMBER OF —	
					Inspections.	Observations.
<i>Buffalo</i>						
Water intake .....	City of Buffalo .....	Buffalo Dredging Co. ....	2	300	1	2
<i>New York City.</i>						
Railroad .....	Hudson & Manhattan R. R. Co. ....	Degnon Contracting Co. ....	1	300	1	2
Building foundations .....	Manhattan Trust Co. ....	Foundation Co. of America ..	11*	50	2	1
Shaft and station .....	City of New York .....	Rapid Transit Subway Construction Co. ....	1	200	2	2
Shaft and station .....	City of New York .....	Rapid Transit Subway Construction Co. ....	1	75	1	2
Railroad .....	City of New York .....	Bradley Contracting Co. ....	5a			9
		Degnon Contracting Co. ....				
Building foundations .....	City of New York .....	Cranford Co. ....	116*	100	1	2
Sewer (Bronx Borough) .....	City of New York .....	McDonald & Barry .....				
<i>Niagara Falls.</i>						
Sewer .....	City of Niagara Falls .....	Reed & Coddington .....	1b			1
Sewer .....	City of Niagara Falls .....	Reed & Coddington .....	1	35	1	1
Shaft and foot passage .....	State of New York .....	Chas. E. Frazer .....	1b			1
<i>ORANGE COUNTY.</i>						
<i>New Windsor and Cornwall.</i>						
Aqueduct .....	City of New York .....	Mason & Hanger Co. ....	1	1,000	1	3
<i>Cornwall.</i>						
Aqueduct .....	City of New York .....	Board of Water Supply, New York City .....	1	200	1	2
<i>PUTNAM COUNTY.</i>						
<i>Phillipstown.</i>						
Aqueduct .....	City of New York .....	Dravo Contracting Co. ....	2			1
Aqueduct .....	City of New York .....	Patterson & Co. ....	1	250	2	1
Aqueduct .....	City of New York .....	A. K. Everett & Co. ....	1	30	2	1
Aqueduct .....	City of New York .....	Hicks & Johnson Co. ....	1	425	2	1
<i>Putnam Valley.</i>						
Aqueduct .....	City of New York .....	John W. McReynolds .....	1	135	1	2
<i>ULSTER COUNTY.</i>						
<i>Marbletown.</i>						
Aqueduct .....	City of New York .....	H. L. Kerbaugh .....	1	200	1	2
<i>Marbletown-New Paltz.</i>						
Aqueduct .....	City of New York .....	T. A. Gillespie Co. ....	2	1,500	2	4
<i>New Paltz-Gardenier.</i>						
Aqueduct .....	City of New York .....	Degnon Contracting Co. ....	2	1,400	2	4
<i>Kingston.</i>						
Sewer .....	City of New York .....	King, Rice & Ganey .....	1	160	2	1
<i>WESTCHESTER COUNTY.</i>						
<i>Yorktown.</i>						
Aqueduct .....	City of New York .....	Glyndon Contracting Co. ....	2	375	4	3
Aqueduct .....	City of New York .....	Brailey Contracting Co. ....	2	300	4	4
Aqueduct .....	City of New York .....	Chas. W. Blakeslee & Sons ..	2	175	2	2
<i>New Castle-Mt. Pleasant.</i>						
Aqueduct .....	City of New York .....	Rinehart & Dennis .....	8	405	4	5
		C. M. Bolton & Co. ....				
<i>Mt. Pleasant.</i>						
Aqueduct .....	City of New York .....	John C. Rodgers & Sons .....	1			2

\* Caissons.

a Completed in February, 1910.

b Completed in April, 1910.

## STATISTICS OF TUNNELS INSPECTED, 1910 — (Concluded).

LOCATION AND PURPOSE OF TUNNELS.	Owner.	Contractor or constructor.	Number of tunnels or sections.	Number of employees.	Number OF —	
					Inspections.	Observations.
<i>Mt. Pleasant-Greenburgh.</i> Aqueduct.....	City of New York.....	Pittsburg Contracting Co.....	1	.....	.....	2
<i>Yonkers.</i>						
Aqueduct.....	City of New York.....	Geo. W. Jackson.....	1	225	1	3
Aqueduct.....	City of New York.....	Dravo Contracting Co.....	2	159	1	4
Sewer.....	County of Westchester.....	American Pipe and Construc- tion Co.....	2	200	1	3
Total.....	.....	.....	*	8,190	42	76

\* 49 tunnels, 127 caissons.

## IV. STATISTICAL TABLES.

PREPARED BY THE BUREAU OF LABOR STATISTICS.

- I. Work of deputy factory inspectors.
- II. Orders and compliances.
- III. Prosecutions.
- IV. Complaints.
  - V. Accidents in factories, etc.: number, age and sex of persons injured.
  - VI. Accidents in factories, etc.: causes and nature of injuries.
  - VII. Accidents in factories, etc.: particulars of fatal accidents.
- VIII. Accidents in factories, etc.: nature of injuries, by industries.
- IX. Accidents in portable saw mills.
- X. Children's employment certificates.
- XI. Statistics of factories inspected: by counties.
- XII. Statistics of factories inspected: by counties and localities.
- XIII. Statistics of factories inspected in first and second-class cities: by industries.
- XIV. Statistics of factories inspected: by industries.
- XV. Statistics of factories inspected: by size of factories.
- XVI. Statistics of factories inspected in first and second-class cities: by size of factories.
- XVII. Statistics of mines and quarries inspected.

TABLE I.—MONTHLY SUMMARY OF WORK

ITEMS.	FISCAL YEAR OCTOBER 1.				
	Oct.	Nov.	Dec.	Jan.	Feb.
<b>Regular inspections:</b>					
Factories in separate buildings.....	856	773	918	846	428
Tenant factories.....	2,153	2,793	3,751	3,309	2,135
Laundries.....	136	210	220	158	112
Bakeries.....	336	342	291	282	172
Mines and quarries.....	.....	.....	.....	.....	7
Tunnel workings.....	1	.....	.....	.....	3
Tenant factory buildings.....	24	53	11	13	3
Tenement buildings (licensed).....	86	33	83	253	2,246
<b>Total.....</b>	<b>3,592</b>	<b>4,204</b>	<b>5,274</b>	<b>4,861</b>	<b>5,103</b>
<b>Special inspections (factories, laundries, bakeries).....</b>	<b>68</b>	<b>168</b>	<b>114</b>	<b>131</b>	<b>198</b>
<b>Investigations:</b>					
Applications for license.....	165	167	136	53	121
Complaints.....	70	84	69	60	65
Compliances (No. of establishments).....	2,756	2,932	2,364	2,962	3,106
On special orders.....	302	169	358	342	302
<b>Total.....</b>	<b>3,293</b>	<b>3,352</b>	<b>2,927</b>	<b>3,457</b>	<b>3,591</b>
<b>Observations:</b>					
Tenement buildings (unlicensed).....	140	439	113	87	113
Tunnel workings.....	7	.....	.....	.....	6
<b>Tagging to stop work:</b>					
Goods in tenements (§ 100).....	24	15	6	14	31
Goods in tenant factories (§ 95).....	5	106	68	46	57
Articles in bakeries (§ 114).....	.....	9	49	37	.....
Unsafe machinery (§ 81).....	.....	.....	.....	.....	.....
Scaffolding (§ 19).....	.....	.....	.....	.....	.....
<b>Total.....</b>	<b>29</b>	<b>130</b>	<b>123</b>	<b>97</b>	<b>88</b>
<b>Prosecutions begun*.....</b>	<b>53</b>	<b>103</b>	<b>86</b>	<b>47</b>	<b>46</b>

\* See Table III.

† Includes 19,775 first and 10,865 subsequent visits

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 81

## OF DEPUTY FACTORY INSPECTORS.

1909, to SEPTEMBER 30, 1910.

Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.	Total, 1909.
369	650	1,537	1,742	1,373	1,335	1,351	12,178	11,571
1,983	1,876	2,409	2,317	1,523	888	730	25,847	24,304
106	120	262	412	301	163	120	2,320	2,359
201	193	459	594	489	356	441	4,156	4,853
.....	2	25	20	8	5	24	84	121
7	7	1	3	8	6	6	46	13
7	9	9	3	4	6	8	150	277
4,872	3,351	863	117	79	18	34	12,035	10,219
7,545	6,208	5,565	5,208	3,785	2,757	2,714	56,816	53,717
125	133	115	72	79	87	78	1,368	1,147
204	198	228	231	142	111	79	1,835	3,179
61	84	76	51	167	71	80	938	870
3,997	3,526	2,502	3,392	1,841	2,809	3,273	135,460	130,640
230	222	251	277	148	112	214	2,967	3,074
4,492	4,030	3,057	3,951	2,298	3,103	3,646	41,200	37,703
296	213	247	225	116	57	79	2,125	2,135
1	9	20	14	4	7	7	75	200
8	12	2	4	.....	5	5	126	104
93	44	9	11	2	.....	28	469	399
.....	15	31	32	18	.....	.....	191	59
.....	.....	.....	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	.....	.....	1
101	71	42	47	20	5	33	786	566
22	23	43	32	45	55	55	610	511

† Includes 21,929 first and 13,531 subsequent visits.

TABLE II.—NUMBER OF NOTICES ISSUED UNDER THE FACTORY, MINE, TUNNEL  
SEPTEMBER 30, 1910, AND COMPLIANCES

SUBJECT OF ORDERS. [With reference to section of Labor Law violated.]		
	New York City.	Re- mainder of the State.
<b>I. ADMINISTRATION.</b>		
Accidents, record of, to be kept (§ 87).....		17
Accidents to be reported (§ 87).....	240	252
Hours, schedule of, to be posted (§ 77).....	7,227	1,162
Law to be posted (§ 68).....	15,542	3,321
Noonday meals, permit changing period of, to be obtained and posted (§ 89).....	2,162	279
Register of children employed to be kept (§ 76).....	215	65
Time book in form prescribed by Commissioner of Labor to be kept (§ 77).....	1	5
<b>Total</b> .....	<b>25,387</b>	<b>5,101</b>
<b>II. SANITATION AND SAFETY.</b>		
<b>Lighting</b> .....	<b>1,080</b>	<b>366</b>
Dressing rooms to be lighted (§ 88).....	1	3
Elevator shafts to be lighted (§§ 79, 94).....	1	2
Foundry wash rooms to be lighted (§ 88).....		2
Halls and stairs to be lighted (§§ 81, 94).....	616	65
Wash rooms to be lighted (§ 88).....		3
Water closets to be lighted (§§ 83, 94).....	442	293
Work rooms to be lighted (§ 81).....	20	
<b>Ventilation and overcrowding</b> .....	<b>2,197</b>	<b>8</b>
Air space of 250 cubic feet for each employee between 6 a. m. and 6 p. m. to be provided (§ 85).....	30	
Ventilation, proper and sufficient means of, to be provided (§§ 86, 94).....	2,167	8
<b>Time allowed for meals</b> .....	<b>23</b>	<b>3</b>
Lunch at 6 p. m., 20 minutes to be allowed for (§ 89).....	18	3
Noonday meal, 60 minutes to be allowed for (§ 89).....	5	
<b>Cleanliness and sanitary conveniences</b> .....	<b>12,689</b>	<b>1,704</b>
Dressing rooms.....	1,613	170
Cleaning to be done and repairs to be made (§ 88).....	40	3
Dressing room to be separated from water closet (§ 88).....	1	
Dressing room to be provided for females (§ 88).....	1,476	163
Screens and doors to be provided (§ 83).....	72	4
Storage in, forbidden (§ 88).....	24	
Halls and stairs.....	607	25
Cleaning to be done (§§ 62, 94).....	344	15
Painting or whitewashing to be done (§§ 62, 94).....	160	4
Properly screen stairs (§§ 80, 94).....	103	6
Plumbing and drainage to be repaired (§§ 88, 94).....	12	
Refuse to be removed and receptacles for, to be provided (exclusive of workrooms) (§§ 62, 94).....	195	33
Washrooms (exclusive of foundries).....	71	153
Cleaning to be done (§ 88).....	3	31
Heat to be provided (§ 88).....		2
Obstructions to be removed (§ 88).....	10	1
Painting to be done (§ 88).....	4	45
Repairs to be made (§ 88).....	1	7
Sink, hot water or water to be provided (§ 88).....	3	2
Ventilation to be provided (§ 88).....		24
Washrooms to be provided (§ 88).....	50	21
Washrooms in foundries.....	65	82
Cleaning to be done (§ 88).....		1
Dry room to be provided (§ 88).....	40	44
Wash room with hot water to be provided (§ 88).....	25	47
Water closets.....	5,971	899
Additional water closets to be provided (§§ 83, 94).....	709	322
Approaches to be separate (§§ 83, 94).....	217	3
Cleaning to be done (§§ 83, 94).....	1,938	292
Connection with factory by enclosure to be made (§§ 88, 94).....		1
Door of women's toilet to be provided with lock (§§ 88, 94).....	87	10

\* Exclusive of new notices to new owners.

† Inclusive of orders held in abeyance.



## AND QUARRY LAWS, ON INSPECTIONS MADE BETWEEN OCTOBER, 1909, AND THEREWITH REPORTED UP TO FEBRUARY 1, 1911.

ORDERS.*				COMPLIANCES.			
Total New York State.	Sus- pended, rescinded, etc.†	Net total.	Total final notices issued.	Before final notice.	After final notice.	Total.	Thereof in New York City.
17		17					
492	5	487	40	380	34	414	222
8,389		8,389		8,388		8,388	7,227
18,863		18,863		18,863		18,863	15,542
2,441	1	2,440		2,433		2,433	2,162
280	14	266	8	229	8	237	196
6		6		3		3	1
30,488	20	30,468	48	30,296	42	30,338	25,350
1,446	79	1,367	572	873	424	1,297	971
1		1		1		1	1
4		4		3	1	4	1
2		2		2		2	
681	20	661	261	394	238	632	572
3		3		3		3	
735	57	678	309	456	183	639	331
20	2	18	2	14	2	16	16
2,205	189	2,016	586	149	102	251	244
30	1	29	2	27	1	28	28
2,175	188	1,987	584	122	101	223	216
26	1	25		24		24	22
21		21		20		20	18
5	1	4		4		4	4
14,393	1,056	13,337	3,497	9,345	2,963	12,308	11,236
1,783	147	1,636	763	811	664	1,475	1,398
43	3	40	4	36	3	39	36
1		1		1		1	1
1,639	142	1,497	745	691	648	1,339	1,268
76	2	74	12	61	11	72	69
24		24	2	22	2	24	24
632	25	607	183	424	165	589	568
359	9	350	85	266	76	342	331
164	9	155	59	93	55	148	144
109	7	102	39	65	34	99	93
12		12	3	9	3	12	12
228	9	219	40	173	34	207	181
204	15	189	33	132	23	155	67
34		34	2	30	1	31	3
2		2		2		2	
11		11	2	9	2	11	10
49	2	47	10	32	8	40	4
8		8	2	5	1	6	1
5		5		5		5	3
24	1	23	3	13	2	15	
71	12	59	14	36	9	45	36
157	11	146	19	80	11	91	63
1		1		1		1	
84	6	78	11	40	6	46	33
72	5	67	8	39	5	44	20
6,970	535	6,435	1,694	4,478	1,425	5,903	5,259
1,121	197	924	388	425	261	686	540
220	20	200	91	107	81	188	185
2,230	104	2,126	330	1,720	288	2,008	1,798
1		1					
97	7	90	29	63	27	90	80

and those issued in cases where the establishment was burned, closed or removed.

Table II.—Number of Notices Issued Under the Factory, Mine, Tunnel and Quarry Laws, on  
with Reported up to

SUBJECT OF ORDERS. [With reference to section of Labor Law violated.]		
	New York City.	Re- mainder of the State.
II. SANITATION AND SAFETY—Continued.		
Cleanliness and Sanitary conveniences — Concluded.		
Water closets — Concluded.		
Flushing, means for, to be provided (§§ 88, 94).....	211	18
Obscene writings to be removed from walls (inclusive of halls) (§§ 88, 94).....	100	19
Painting or whitewashing to be done (§§ 88, 94).....	420	55
Partition to be extended at top and ventilation to open air to be provided (§§ 88, 94).....	72	.....
Repairs to be made (§§ 88, 94).....	1,097	194
Screen (§§ 88, 94).....	589	40
Separation of water closets for sexes to be made (§§ 88, 94).....	82	.....
Signs designating, to be provided (§§ 88, 94).....	145	6
Storage in, forbidden (§§ 88, 94).....	18	2
Use of water closets to be permitted by unlocking door (§§ 88, 94).....	3	1
Ventilation, means of, to be provided (§§ 88, 94).....	193	34
Work rooms.....	4,155	252
Cleaning to be done (inclusive of walls, ceiling, floors, doors and windows) (§§ 62, 84).....	1,772	36
Coal receptacle to be provided (§ 84).....	20	1
Floors to be repaired or renewed (§§ 62, 84).....	215	105
Food products to be removed (§ 62).....	4	.....
Heat to be provided (§ 62).....	62	1
Living in, prohibited (§ 62).....	15	.....
Painting, papering or limewashing to be done (§ 84).....	764	20
Plumbing or sinks to be repaired, cleaned or provided (§§ 88, 94).....	348	39
Refuse, receptacle for, to be provided (§ 84).....	344	3
Repairs or rearrangement of walls, ceiling, doors or windows to be made (§§ 62, 84, 90).....	601	47
Water tank to be cleaned or covered (§§ 83, 94).....	10	.....
Dangerous machinery.....	5,185	8,578
Belt shifter or loose pulleys to be provided (§ 81).....	48	181
Boilers to be inspected or repaired and report thereon to be submitted to Department of Labor (§§ 91, 94).....	.....	901
Exhaust fans to be provided, repaired, connected or cleaned (§ 81).....	304	201
Guard to be provided.....	4,776	7,221
Belting and pulleys by boxing or encasing (§ 81).....	552	962
Draft fan (§ 81).....	1	15
Emery wheel (§ 81).....	6	27
Engine (§ 81).....	60	61
Extractor by providing cover (§ 81).....	74	157
Gearing (§ 81).....	832	2,318
Key of wheel (§ 81).....	37	80
Mangle (§ 81).....	12	8
Miscellaneous machinery (exclusive of elevator machinery) (§ 81).....	141	163
Motor (§ 81).....	36	28
Planer, shaper or jointer (§ 81).....	159	215
Pulley or flywheel (§ 81).....	426	704
Rolls (§ 81).....	4	28
Saw (§ 81).....	835	993
Set screws by countersinking (§ 81).....	1,147	1,106
Shafting (§ 81).....	447	282
Sprocket and chain belt (§ 81).....	5	68
Vat, water flume, etc. (§ 81).....	2	6
Guards, removal of, prohibited (§ 81).....	25	52
Products of combustion, poisonous gases and dust to be removed (§§ 86, 94).....	32	22
Elevators and hoistways.....	644	913
Arrangements to be made so operator will not cross shaft to start (§§ 79, 94).....	4	.....
Arrangements to be made so persons will not pass under (§§ 79, 94).....	1	.....
Cleaning of shaft to be done (§ 94).....	10	.....
Clutch lock for hand cable to be provided or repaired (§§ 79, 94).....	2	22

\* Exclusive of new notices to new owners.

† Inclusive of orders held in abeyance

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 85

Inspections Made Between October 1, 1909, and September 30, 1910, and Compliance Thereof  
February 1, 1911 — Continued.

ORDERS.*				COMPLIANCES.			
Total New York State.	Sus- pended, rescinded, etc.†	Net total.	Total final notices issued.	Before final notice.	After final notice.	Total.	Thereof in New York City.
229	5	224	51	166	46	212	198
119	3	116	19	87	18	105	95
475	39	436	106	323	95	418	375
72	2	70	32	35	25	60	60
1,291	70	1,221	277	905	235	1,140	982
629	53	576	239	335	224	559	528
82	3	79	26	54	24	78	78
151	11	140	18	111	25	136	132
20	2	18	6	12	5	17	15
4	.....	4	.....	4	.....	4	3
229	19	210	82	131	71	202	170
4,407	314	4,093	762	3,258	638	3,896	3,723
1,808	106	1,702	117	1,560	101	1,661	1,633
21	4	17	2	14	2	16	15
320	11	309	64	205	49	254	196
4	.....	4	.....	4	.....	4	4
63	10	53	6	46	5	51	50
15	.....	15	3	11	3	14	14
784	82	702	262	449	232	681	666
387	41	346	105	230	69	299	282
347	36	311	40	273	36	309	306
648	23	625	163	437	141	578	553
10	1	9	.....	9	.....	9	9
13,763	354	13,409	1,736	8,597	1,355	9,952	4,693
229	8	221	22	78	14	92	40
901	34	867	167	506	109	615	.....
505	55	450	152	230	101	331	219
11,897	252	11,745	1,572	7,706	1,113	8,819	4,587
1,514	27	1,487	109	962	92	1,054	519
16	.....	16	.....	12	.....	12	.....
33	2	31	1	27	.....	27	3
121	.....	121	11	95	10	105	58
231	8	223	31	137	21	158	68
3,150	45	3,105	249	1,993	178	2,171	739
117	1	116	23	71	17	88	35
20	.....	20	9	7	9	16	12
304	9	295	40	199	30	229	127
64	.....	64	8	50	6	56	33
374	9	365	54	214	43	257	111
1,130	25	1,105	98	774	83	857	403
32	.....	32	1	20	1	21	4
1,828	57	1,771	324	1,037	261	1,298	764
2,253	31	2,222	285	1,561	253	1,814	1,097
729	35	694	125	492	106	598	407
73	3	70	1	50	1	51	5
8	.....	8	2	4	2	6	2
77	.....	77	5	56	4	60	25
54	5	49	18	22	14	36	22
1,557	39	1,518	204	1,119	166	1,285	599
4	.....	4	.....	4	.....	4	4
1	.....	1	.....	1	.....	1	1
10	.....	10	3	6	3	9	9
21	.....	24	3	21	3	24	2

and those issued in cases where the establishment was burned, closed or removed.

Table II.—Number of Notices Issued Under the Factory, Mine, Tunnel and Quarry Laws, on  
with Reported up to

SUBJECT OF ORDERS. [With reference to section of Labor Law violated.]		
	New York City.	Re- mainder of the State.
<b>II. SANITATION AND SAFETY—Concluded.</b>		
Elevators and hoistways — <i>Concluded.</i>		
Doors to be provided (§§ 79, 94).....	19	19
Doors to be repaired (§§ 79, 94).....	32	80
Guard rail to be provided (§§ 79, 94).....	183	134
Hoistways, enclosure of shaft to be provided (§§ 79, 94).....	139	32
Ledges to be guarded (§§ 79, 94).....	191	574
Locks to be provided on doors (§§ 79, 94).....	1	12
Machinery to be guarded to insure safety of passengers (§§ 79, 94).....	.....	5
Machinery to be repaired (§§ 79, 94).....	11	1
Repairs to be made (§§ 79, 94).....	17	3
Roof to be provided over shaft (§ 62).....	.....	2
Screen at top to be provided (§§ 79, 94).....	3	.....
Warning apparatus for descent to be provided (§§ 79, 94).....	.....	29
Whitewashing or painting of shaft to be done (§§ 79, 94).....	31	.....
Protection from fire.....	857	224
Doors and windows.....	331	40
Bars, grating or wire mesh to be removed (§§ 80, 83, 94).....	61	1
Catches on windows or sash cord to be repaired (§§ 82, 94).....	8	2
Doors and windows to be unlocked during working hours (§§ 80, 94).....	219	16
Outward opening of doors, provision for, to be made (§§ 80, 94).....	43	21
Fire escapes.....	566	184
Access to fire escapes to be provided by enlarging doors or by other structural changes (§§ 82, 94).....	23	2
Drop ladder to be provided (§§ 82, 94).....	2	38
Fire escape to be provided (§§ 82, 94).....	.....	61
Ladder or stairway to roof to be provided (§§ 82, 94).....	50	14
Passageway to fire escapes to be cleared and obstructions on to be removed (§§ 82, 94).....	451	53
Repairs to be made (§§ 82, 94).....	.....	15
Signs designating, to be posted (§§ 82, 94).....	.....	1
General safety.....	1,375	1,214
Building to be braced or new beams to be provided (§§ 90, 94).....	.....	4
Rail to be provided to guard runway, pit, platform, opening, door, etc. (§§ 79, 81).....	71	217
Roof to be repaired (§ 62).....	80	17
Stairs.....	1,244	976
Handrail to be extended (§§ 80, 94).....	5	11
Handrail to be provided (§§ 80, 94).....	888	871
Handrail to be repaired (§§ 80, 94).....	20	5
Repairs or rearrangements to be made (inclusive of halls) (§§ 80, 94).....	24	11
Stairs to be provided (§§ 80, 82, 94).....	5	5
Treads to be provided, repaired or replaced (§§ 80, 94).....	302	73
Total.....	24,050	13,010
<b>III. CHILDREN.</b>		
Children under 14 years of age to be discharged (§ 70).....	20	11
Children under 16 years of age without certificate to be discharged (§ 70).....	274	83
Children under 16 years of age not to be employed more than 8 hours per day, nor before 8 a. m., nor after 5 p. m. (§ 77).....	1,152	246
Children under 16 years of age not to be employed on dangerous machinery (§ 93).....	25	42
Children under 16 years of age not to be employed in an establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled (§ 93).....	3	2
Females under 16 years of age not to be employed where continuous standing is required (§ 93).....	9	9
Illiterate children under 16 years of age to be discharged (§ 71).....	.....	.....
Total.....	1,483	393

\* Exclusive of new notices to new owners.

† Inclusive of orders held in abeyance

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 87

Inspections Made Between October 1, 1909, and September 30, 1910, and Compliances There-  
February 1, 1911 — Continued.

ORDERS.*				COMPLIANCES.			
Total New York State.	Sus- pended, rescinded, etc.†	Net total.	Total final notices issued.	Before final notice.	After final notice.	Total.	Thereof in New York City.
38	6	32	12	22	6	28	12
112	3	109	12	89	11	100	30
317	7	310	59	206	49	255	174
171	1	170	28	134	28	162	138
765	13	752	67	553	47	600	173
13	1	12	2	11	1	12	1
5	.....	5	.....	4	.....	4	.....
12	.....	12	3	9	3	12	11
20	1	19	2	16	2	18	16
2	.....	2	.....	2	.....	2	.....
3	.....	3	2	1	2	3	3
29	1	28	2	24	2	26	.....
31	6	25	9	16	9	25	25
1,081	54	1,027	107	836	92	928	796
371	24	347	32	292	31	323	301
62	3	59	15	39	15	54	54
10	.....	10	2	8	2	10	8
235	11	224	5	210	5	215	204
64	10	54	10	35	9	44	35
710	30	680	75	644	61	606	495
25	.....	25	3	20	3	23	21
40	2	38	4	20	2	22	2
61	5	56	8	17	2	19	.....
64	1	63	14	47	12	59	47
504	22	482	46	429	42	471	425
15	.....	15	.....	10	.....	10	.....
1	.....	1	.....	1	.....	1	.....
2,589	91	2,498	449	1,504	347	1,851	1,190
4	.....	4	.....	.....	.....	.....	.....
288	3	285	18	152	9	161	57
77	2	75	19	48	16	64	54
2,220	86	2,134	412	1,304	322	1,626	1,079
16	1	15	2	12	2	14	4
1,759	68	1,691	315	1,024	242	1,266	776
25	1	24	6	16	5	21	19
35	1	34	6	21	6	27	22
10	.....	10	2	6	2	8	5
375	15	360	81	225	65	290	253
37,060	1,863	35,197	7,151	22,447	5,449	27,896	19,751
31	.....	31	.....	31	.....	31	20
357	1	356	.....	356	.....	356	273
1,398	59	1,339	3	1,264	3	1,267	1,084
67	1	66	1	60	1	61	25
5	.....	5	.....	5	.....	5	3
18	1	17	2	15	2	17	8
.....	.....	.....	.....	.....	.....	.....	.....
1,876	62	1,814	6	1,731	6	1,737	1,413

and those issued in cases where the establishment was burned, closed or removed.

Table II.—Number of Notices Issued Under the Factory, Mine, Tunnel and Quarry Laws, on  
with Reported up to

SUBJECT OF ORDERS. [With reference to section of Labor Law violated.]		
	New York City.	Re- mainder of the State.
IV. WOMEN AND MINORS.		
Female minors under 21 years of age not to be employed after 9 p. m. nor before 6 a. m. (§ 77).....	7	21
Females 16 years of age and upwards and males between 16 and 18 years of age to be employed irregularly in excess of 10 hours a day not more than 3 days of any one week (§ 78).....	1	7
Male minors under 18 years of age and females not to be employed more than 6 days in any one week (§ 77).....	3	.....
Male minors under 18 years of age and females not to be employed more than 60 hours in any one week (§ 77).....	99	28
Male minors under 18 years of age not to be employed between 12 o'clock midnight and 4 a. m. ....	1	.....
Male minors under 18 years of age and females not to be employed at polishing and buffing (§ 93).....	13	10
Male minors under 18 years of age and female minors under 21 years of age not to be permitted to clean machinery while in motion (§ 93).....	.....	2
Seats to be provided for females (§ 17).....	73	32
Total.....	197	100
V. LAUNDRIES (special provisions of § 92).		
Floor to be cleaned.....	18	2
Living in, prohibited.....	51	1
Painting or white washing to be done.....	22	3
Repairs to be made to ceiling, floor, etc.....	4	4
Storage to be provided for goods to be laundered.....	8	.....
Total.....	103	10
VI. BAKERIES (Special Law).		
Animals to be kept out of bakeroom (except cats) (§ 112).....	38	14
Ashes and rubbish to be removed from bakery (§§ 94, 112).....	53	10
Ceilings to be made 8 feet in height (§ 112).....	5	8
Cellar, private, to be removed from bakeroom (§ 113).....	1	.....
Cleanliness to be maintained (§ 112).....	133	115
Coal, receptacles for, to be provided (§ 112).....	64	8
Door to stable to be closed (§ 113).....	.....	1
Drip pans to be provided at ceiling or water pipes to be covered with asbestos (§ 111).....	19	.....
Floor to be repaired, cleaned, scraped or oiled, or new floor to be provided (§ 112).....	625	165
Living in, forbidden (§ 113).....	21	.....
Painting or white washing to be done (§ 112).....	1,583	457
Paris green not to be used in workroom (§ 112).....	.....	1
Plumbing and drainage to be repaired (§ 111).....	240	48
Rack for bakery products to be provided (§ 112).....	.....	1
Roof to be repaired (§ 112).....	.....	7
Sink with running water to be provided (§ 113).....	18	36
Sink to be repaired or cleaned (§ 113).....	106	9
Sleeping in, forbidden and beds to be removed (§ 113).....	4	5
Storage of food products in dry room to be provided (§ 112).....	13	18
Storage room to be cleaned (§ 112).....	30	9
Stove pipe to be provided (§ 111).....	.....	1
Troughs, shelving and utensils to be cleaned (§ 112).....	95	22
Ventilation, provision for, to be made (§ 111).....	439	28
Ventilation, means of, to be repaired or extended (§ 111).....	52	1
Walls, ceiling, doors or partitions to be cleaned (§ 112).....	62	19
Walls, ceiling, doors or partitions to be plastered, wainscoted or repaired (§ 112).....	266	57
Water closet to be removed from bakery (§ 113).....	48	23
Yard or area to be cleaned (§§ 94, 112).....	42	17
Total.....	3,957	1,080

\* Exclusive of new notices to new owners.

† Inclusive of orders held in abeyance

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 89.

Inspections Made Between October 1, 1909, and September 30, 1910, and Compliances There-  
February 1, 1911 — Continued.

ORDERS.*				COMPLIANCES.			
Total New York State.	Sus- pended, rescinded, etc.†	Net total.	Total final notices issued.	Before final notice.	After final notice.	Total.	Thereof in New York City.
28	.....	28	.....	23	.....	23	6
8	.....	8	1	6	1	7	1
3	.....	3	.....	3	.....	3	3
127	3	124	1	112	1	113	95
1	.....	1	.....	1	.....	1	1
23	.....	23	.....	19	.....	19	12
2	.....	2	.....	1	.....	1	.....
105	2	103	17	84	17	101	72
297	5	292	19	249	19	268	190
20	.....	20	.....	20	.....	20	18
52	1	51	8	42	8	50	49
25	1	24	9	15	7	22	20
8	1	7	2	5	.....	5	3
8	.....	8	2	5	2	7	7
113	3	110	21	87	17	104	97
52	1	51	1	48	.....	48	37
63	3	60	1	52	1	53	48
13	1	12	3	8	.....	8	2
1	1	.....	.....	.....	.....	.....	.....
248	3	245	10	213	6	219	133
72	.....	72	6	59	4	63	57
1	.....	1	.....	1	.....	1	.....
19	.....	19	2	15	2	17	17
790	25	765	99	591	72	663	547
21	.....	21	.....	21	.....	21	21
2,040	66	1,974	307	1,468	240	1,708	1,374
1	.....	1	.....	1	.....	1	.....
288	20	268	51	172	39	211	190
1	.....	1	.....	.....	.....	.....	.....
7	.....	7	.....	3	2	5	.....
54	1	53	13	21	7	28	13
115	6	109	13	87	12	99	92
9	.....	9	1	5	.....	5	3
31	1	30	7	21	6	27	11
39	.....	39	.....	37	.....	37	29
1	.....	1	.....	.....	.....	.....	.....
117	2	115	2	111	2	113	93
467	92	375	106	183	79	262	251
53	1	52	10	40	8	48	47
81	.....	81	3	71	3	74	60
323	28	295	77	172	54	226	188
71	6	65	18	40	15	55	36
59	1	58	10	36	8	44	23
5,037	258	4,779	742	3,476	560	4,036	3,272

and those issued in cases where the establishment was burned, closed or removed.

Table II.—Number of Notices Issued Under the Factory, Mine, Tunnel and Quarry Laws, on  
with Reported up to

SUBJECT OF ORDERS. [ With reference to section of Labor Law violated.]		
	New York City.	Re- mainder of the State.
VII. MINES AND QUARRIES.		
Cease employing children under 16 years of age (§ 131) .....		1
Guard belts, pulleys, gears, set-screws or other machinery (§ 120) .....		16
Guard ladders, landings, platforms, shaft heads, sink-holes, stairways or treastles (§ 120) .....		50
Guard surface openings to shafts (§ 120) .....		5
Have boilers inspected (§ 124) .....		17
Miscellaneous orders relating to safety (§§ 120, 122, 124, 128) .....		4
Provide additional shaft (§ 121) .....		1
Provide proper facilities for safely storing explosives (§§ 123, 125) .....		4
Provide proper facilities for safely thawing explosives (§§ 123, 125) .....		17
Provide proper facilities for storing exploders apart from explosives (§§ 123, 125) .....		4
Provide ladderways with landings and manholes, or repair same (§ 120) .....		11
Provide or repair stairways or ladderways (§ 120) .....		5
Post signal code for hoisting (§ 120) .....		7
Post special rules (§§ 120, 125) .....		2
Report accidents (§ 126) .....		8
Total .....		152
GRAND TOTAL .....	55,177	19,846

\* Exclusive of new notices to new owners.      † Inclusive of orders held in abeyance and  
illness of mine inspector no investigations as to compliances were made in this year.      § Exclusive



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 91

**Inspections Made Between October 1, 1909, and September 30, 1910, and Compliances There-  
February 1, 1911 — Concluded.**

ORDERS.*				COMPLIANCES.			
Total New York State.	Sus- pended, rescinded, etc.†	Net total.	Total final notices issued.	Before final notice.	After final notice.	Total.	Thereof in New York City.
1	.....	1	.....	.....	.....	.....	.....
16	.....	16	.....	.....	.....	.....	.....
50	.....	50	.....	.....	.....	.....	.....
5	.....	5	.....	.....	.....	.....	.....
17	.....	17	.....	.....	.....	.....	.....
4	.....	4	.....	.....	.....	.....	.....
1	.....	1	.....	.....	.....	.....	.....
4	.....	4	.....	.....	.....	.....	.....
17	.....	17	.....	.....	.....	.....	.....
4	.....	4	.....	.....	.....	.....	.....
11	.....	11	.....	.....	.....	.....	.....
5	.....	5	.....	.....	.....	.....	.....
7	.....	7	.....	.....	.....	.....	.....
2	.....	2	.....	.....	.....	.....	.....
8	.....	8	.....	.....	.....	.....	.....
152	.....	152	‡	‡	‡	‡	‡
75,023	2,211	72,812	\$7,987	\$58,286	\$6,093	\$64,379	\$50,073

those issued in cases where the establishment was burned, closed or removed.      ‡ Owing to  
of those in mines and quarries.

### TABLE III.—DETAILED STATEMENT OF PROSECUTIONS

LOCALITY, DEFENDANT AND PREMISES. (Italics indicate owner and not occupier.)	Offense. (Parentheses indicate number of cases if more than one.)
<b>BUFFALO.</b>	
Delaney Forge and Iron Co., 300 Perry st. (Henry J. Bishop, superintendent).	Failure to report accidents (4).....
Montgomery Bros. & Co., Court and Wilkeson sts. (G. Horace H. Hills, superintendent).	Failure to report accidents (4).....
<b>NEW YORK CITY.</b>	
Joseph Rosenberg & Co., 134 Spring st. (Joseph Rosenberg, partner).	Failure to report accidents.....
Bijou Waist Co., 536-538 Broadway (Morris Kronberg, superintendent).	Interference with deputy factory inspector (4)..
A. Plotkin, 105-107 Johnson ave., Brooklyn..	Interference with deputy factory inspector (4)..
<b>NEW YORK CITY.</b>	
Louis Shulsky, lessee, 403 East 3rd st.....	Failure to light halls.....
David Cohen, 17 Elizabeth st.....	Failure to light water-closets.....
Livy & Cohen, 9 Pelham st. (Hyman Cohen, partner).	Failure to light water-closets.....
Louis Shulsky, lessee, 10-12 Birmingham st....	Failure to light water-closets.....
<b>NEW YORK CITY.</b>	
Anna McNally, 31 East 44th st.....	2. VENTILATION AND OVERCROWDING.
Amos F. Eno, 427-431 West Broadway.....	Failure to provide 250 cubic feet of air space for each employee (3).
B. Feifer & Co., 427-429 East 76th st. (Bernhard Feifer, lessee).	Failure to ventilate factory.....
Sundel Hyman, 134-142 Prince st.....	Failure to ventilate factory.....
Earl J. Mayo, agent, 209 Park row.....	Failure to ventilate factory.....
Kuhns & Spooner, 43 East 8th st. (Charles W. Kuhns).	Failure to ventilate factory.....
Fred Myers, 318-320 East 75th st.....	Failure to ventilate factory.....
H. Pollak & Reisenstein, 114 East 14th st. (Henry H. Pollak and Leon H. Reisenstein, lessees).	Failure to ventilate factory.....
<b>NEW YORK CITY.</b>	
Antoniou Arida, 29 West 17th st.....	3. CLEANLINESS AND SANITARY CONVENIENCES.
Elite Button Co., 67 East 8th st. (Nathan Rosovsky, partner).	Failure to provide dressing room for females....
Louis Geiger, 409-411 East 15th st.....	Failure to provide dressing room for females....
Samuel Grabows, 158 Wooster st.....	Failure to provide dressing room for females....
Harris & Gerber, 58 Allen st. (Benjamin Harris, partner).	Failure to provide dressing room for females....
Samuel Lakin, 138 Wooster st.....	Failure to provide dressing room for females....
Barnet Liman, 143-145 Prince st.....	Failure to provide dressing room for females....
Masciarelli & Primavera, 111 East 11th st. (Serafino Masciarelli, partner).	Failure to provide dressing room for females....
Nemeroff & Rabinowitz, 254 Wallabout st., Brooklyn (Joseph Rabinowitz, partner).	Failure to provide dressing room for females....
I. Oliver & Co., 652 Broadway (Isidor Oliver, proprietor).	Failure to provide dressing room for females....
Pearlmutter & Kellerner, 284 Lackman st., Brooklyn (Samuel Pearlmutter, partner).	Failure to provide dressing room for females....
Domenica Pettit, 109 Broome st.....	Failure to provide dressing room for females....
Leon S. Rosner, 46 East 8th st.....	Failure to provide dressing room for females....
Arthur Schwartz, 1610-1612 St. Marks ave., Brooklyn.	Failure to provide dressing room for females....
Robert Cohen, 125 East Broadway.....	Failure to clean halls.....
Henry C. Fischer, 234-40 Green st., Brooklyn.	Failure to provide wash and dry room in foundry
John May Foundry Co., 260 Monitor st., Brooklyn.	Failure to provide dry room in foundry.....
American Column Co., 252 Huron st., Brooklyn (Henry C. Fischer, owner).	Failure to provide water closets.....
Morris Denbosky, 173 East Broadway.....	Failure to provide water closets.....
Julie Duffin, 882 Prospect ave.....	Failure to provide water closets.....
E. Farrell, agent, 119 West 124th st.....	Failure to provide water closets.....
Meyer Levinson, lessee, 204 Eldridge st.....	Failure to provide water closets.....

\* Civil case. † Includes cases pending at beginning of year as well as all cases begun

## FOR VIOLATION OF THE FACTORY LAW.†

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Jan. 17, Jan. 24.....	City Court.....	Pleaded guilty; sentence suspended, 4.	
Jan. 15, Jan. 19.....	City Court.....	Pleaded guilty; sentence suspended, 4.	
July 7, Aug. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 31, Mar. 17.....	Special Sessions.....	Acquitted, 4.	
Oct. 25, Nov. 18.....	Magistrate's Court....	Dismissed.	
Sept. 19.....	Special Sessions.....	Pending.	
Sept. 30, '09, Oct. 25..	Special Sessions.....	Convicted; sentence suspended.	
April 23, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 19.....	Special Sessions.....	Pending.	
Dec. 22, Jan. 17.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 2.	\$20 00
May 21, '08, Nov. 18..	Municipal Court.....	*Judgment for plaintiff.....	a 20 00
April 2, '09, Mar. 11...	Municipal Court.....	*Discontinued.	
May 21, '08.....	Municipal Court.....	*Pending.	
Mar. 4, June 11.....	Municipal Court.....	*Judgment for plaintiff.....	b 100 00
May 21, '08, April 27..	Municipal Court.....	*Discontinued.	
Nov. 15.....	Municipal Court.....	*Pending.	
May 25, '08, Nov. 8...	Municipal Court.....	*Discontinued.	
Sept. 8.....	Special Sessions.....	Pending.	
May 23, July 25.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 22, Nov. 30.....	Special Sessions.....	Convicted; sentence suspended.	
Sept. 30.....	Magistrate's Court.....	Pending.	
Feb. 23, April 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 11, Nov. 17.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 30.....	Magistrate's Court.....	Pending.	
May 13, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, May 20.....	Special Sessions.....	Convicted; fined.....	20 00
April 25, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 27, '09, Feb. 14..	Special Sessions.....	Convicted; fined.....	20 00
Sept. 30.....	Magistrate's Court.....	Pending.	
May 26.....	Special Sessions.....	Pending.	
July 19, '09, Dec. 17...	Special Sessions.....	Convicted; fined.....	20 00
July 9, Sept. 22.....	Magistrate's Court.....	Dismissed.	
April 1, '09, Nov. 1....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 8, April 22.....	Special Sessions.....	Convicted; fined.....	25 00
April 1, '09, Nov. 1....	Special Sessions.....	Pleaded guilty; fined.....	50 00
Feb. 28, April 11.....	Magistrate's Court.....	Withdrawn.	
Oct. 2, Oct. 25.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 8, Dec. 14.....	Magistrate's Court.....	Dismissed.	
Oct. 9, Nov. 12.....	Magistrate's Court.....	Dismissed.	

during fiscal year.

a Judgment for \$20 and costs.

b Judgment for \$100 and costs, \$12.17.



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 95

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Sept. 30, '09, Oct. 7...	Magistrate's Court...	Dismissed.	
Oct. 13, Nov. 8.....	Special Sessions.....	Pled guilty; fined.....	\$20 00
Sept. 7, Sept. 26.....	Special Sessions.....	Pled guilty.....	20 00
Sept. 1, '03, Oct. 14....	Special Sessions.....	Dismissed.	
Mar. 1, Mar. 28.....	Special Sessions.....	Convicted; fined.....	20 00
Dec. 8, Dec. 20.....	Special Sessions.....	Pled guilty; fined.....	20 00
Aug. 28, '09, Oct. 11...	Special Sessions.....	Pled guilty; fined.....	25 00
Sept. 30.....	Magistrate's Court....	Pending.	
May 7, July 25.....	Special Sessions.....	Pled guilty; fined.....	35 00
Sept. 1, '09, Oct. 14....	Special Sessions.....	Dismissed.	
Dec. 8, Mar. 28.....	Special Sessions.....	Pled guilty; fined.....	20 00
June 13, June 23.....	Magistrate's Court....	Discharged.	
Sept. 19.....	Special Sessions.....	Pending.....	
Nov. 3, Nov. 17.....	Magistrate's Court....	Dismissed.	
Oct. 8, Nov. 11.....	Special Sessions.....	Dismissed.	
Sept. 12.....	Special Sessions.....	Pending.	
Dec. 24, Jan. 4.....	Police Court.....	Convicted; sentence suspended.	
Sept. 29, '09, Oct. 18...	Special Sessions.....	Pled guilty; sentence suspended.	
June 4, '09, April 21...	Special Sessions.....	Pled guilty; sentence suspended.	
June 22, Sept. 7.....	Special Sessions.....	Pled guilty; fined.....	50 00
Sept. 29, '09, Oct. 18...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '03, Jan. 3....	Special Sessions.....	Pled guilty; sentence suspended.	
April 1, '09, Nov. 1....	Special Sessions.....	Pled guilty; fined.....	20 00
July 14, Aug. 8.....	Special Sessions.....	Pled guilty; sentence suspended.	
Oct. 15, Nov. 22.....	Special Sessions.....	Pled guilty; sentence suspended.	
Oct. 4, Dec. 10.....	Magistrate's Court....	Dismissed.	
Sept. 29, '09, Feb. 9...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '09, Jan. 10...	Special Sessions.....	Pled guilty; sentence suspended.	
Feb. 11, April 4.....	Special Sessions.....	Dismissed.	
Sept. 29, '09, Jan. 10...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '09, Jan. 10...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '09, Oct. 18...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '09, Jan. 10...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '09, Jan. 10...	Special Sessions.....	Pled guilty; sentence suspended.	
Oct. —, Nov. 22.....	Special Sessions.....	Pled guilty; sentence suspended.	
Feb. 9, '03, Nov. 5....	Special Sessions.....	Convicted; fined.....	20 00
July 1, Aug. 15.....	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 29, '03, Oct. 18...	Special Sessions.....	Pled guilty; sentence suspended.	
Sept. 30.....	Magistrate's Court....	Pending.	
Sept. 30.....	Magistrate's Court....	Pending.	
May 23, June 29.....	Special Sessions.....	Pled guilty; sentence suspended.	
Nov. 18, Jan. 24.....	Special Sessions.....	Pled guilty; sentence suspended.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>II. SANITATION AND SAFETY—Concluded.</b>	
<b>NEW YORK CITY.</b>	
Harris H. Uris Iron Works, 525-535 East 26th st.	5. DANGEROUS MACHINERY—Concluded.
Ignac Vrasda, 310-312 East 75th st. ....	Failure to install exhaust system. ....
Whale Creek Iron Works, Calzer and Moultrie sts., Brooklyn.	Failure to install exhaust system. ....
Calcaterra & Co., 328 East 11th st. (Antonio Calcaterra, proprietor).	Failure to guard belting. ....
Calcaterra & Co., 328 East 11th st. (Antonio Calcaterra, proprietor).	Failure to guard belting. ....
Charles Boehm, 536 East 138th st. ....	Failure to guard fly wheels. ....
Coleman & Krause, 515 West 29th st. ....	Failure to guard saws. ....
David Diamond, 317-319 East 22nd st. ....	Failure to guard saws. ....
Dry Dock Sash & Door Co., 820-822 5th st. ....	Failure to guard saws. ....
John L. Hamilton & Sons, 341-345 West 26th st. (Alexander Hamilton, owner).	Failure to guard saws. ....
Hudson Wood Working Co., East 200th st. near Webster ave.	Failure to guard saws. ....
Louis Platt, 228 East Houston st. ....	Failure to guard saws. ....
C. A. Scheiper & Co., 404 Bay st., Tompkinsville, S. I. (Caspar A. Scheiper, proprietor).	Failure to guard saws. ....
Abraham Schmilowitz, 403-407 Broome st. ....	Failure to guard shafting. ....
Carved Wood Novelty Mfg. Co., 323 East 22nd st. (Jacob Michalovitz, partner).	Failure to guard set screws. ....
Kroestel & Berman, 1833 Washington ave. ....	Failure to guard set screws. ....
<b>NEW YORK CITY.</b>	
Philip Mechlowitz, 4 West 16th st. ....	7. PROTECTION FROM FIRE.
<b>NEW YORK CITY.</b>	
Domenico Bonomalo, 328 East 11th st. ....	Keeping doors leading to halls locked during working hours.
Jacob Schoell, 1247 Webster ave. ....	8. GENERAL SAFETY.
<b>III. CHILDREN.</b>	
<b>BUFFALO.</b>	
Brunner Baking Co., 263 Oak st. (John Brunner, superintendent).	Employing child under 14 years of age. ....
<b>EAST SYRACUSE.</b>	
Benedict Mfg. Co., The, (Ellis B. Kingsley, superintendent).	Employing child under 14 years of age. ....
<b>GATES (TOWN).</b>	
American Fruit Product Co. (George Lancashire, foreman).	Employing child under 14 years of age. ....
<b>JAMESTOWN.</b>	
Jamestown Bottling Co., Monroe and 8th sts. (Peter Illig, foreman).	Employing child under 14 years of age. ....
<b>JOHNSTOWN.</b>	
John Krats, 24 South Perry st. ....	Employing child under 14 years of age. ....
<b>LEROY.</b>	
Allen S. Olmstead, 58 Main st. (Walter P. Starr, manager).	Employing child under 14 years of age. ....
<b>LOCKPORT.</b>	
Citizens' Dairy Co., The, 88 Market st. (William Costle, president and manager).	Employing child under 14 years of age. ....
<b>MARLBOROUGH.</b>	
Franklin Clark. ....	Employing child under 14 years of age (2)....
<b>NEW ROCHELLE.</b>	
Frankel & Pearlman, 17-19 Cologni ave. (Annie Pearlman, forewoman).	Employing child under 14 years of age. ....

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 97

## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Feb. 10, April 18. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Sept. 29, '09, Oct. 18. . .	Special Sessions. ....	Convicted; sentence suspended.	
June 4, '09, April 21. . .	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Oct. 22, Nov. 24. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Jan. 26, April 11. ....	Special Sessions. ....	Convicted; fined. ....	\$50 00
Jan. 31, Feb. 14. ....	Magistrate's Court. ....	Dismissed.	
Feb. 10, Mar. 28. ....	Special Sessions. ....	Acquitted.	
May 3, July 25. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
June 29, Aug. 15. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Oct. 6, Oct. 22. ....	Special Sessions. ....	Discharged.	
Jan. 25, May 2. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
June 2, June 16. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Feb. 7, Feb. 10. ....	Magistrate's Court. ....	Dismissed.	
Sept. 30. ....	Magistrate's Court. ....	Pending.	
May 10, July 18. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Nov. 10, Jan. 10. ....	Special Sessions. ....	Pleaded guilty; fined. ....	25 00
Sept. 16, Sept. 20. ....	Magistrate's Court. ....	Dismissed.	
Jan. 26, Feb. 14. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Jan. 27, Feb. 14. ....	Special Sessions. ....	Convicted; sentence suspended.	
Aug. 26, Aug. 26. ....	City Court. ....	Pleaded guilty; sentence suspended.	
Sept. 7, Sept. 7. ....	Justice of Peace. ....	Pleaded guilty; fined. ....	20 00
July 11, July 14. ....	Justice of Peace. ....	Pleaded guilty; fined, 4, sentence suspended, 1. Fine remitted in 3 of above cases.	20 00
Sept. 8, Sept. 8. ....	Police Court. ....	Convicted; sentence suspended.	
Aug. 23, Aug. 23. ....	City Court. ....	Convicted; fined. ....	20 00
Aug. 2, Aug. 2. ....	Justice of Peace. ....	Pleaded guilty; sentence suspended.	
Aug. 12, Aug. 18. ....	Police Court. ....	Pleaded guilty; sentence suspended.	
July 8, '09, Oct. 14. . .	Justice of Peace. ....	Discharged, 1, withdrawn, 1. ....	
July 21, July 28. ....	City Court. ....	Convicted; sentence suspended. ....	





# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 99

For Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Nov. 22.....	Special Sessions.....	Pending.....	
Feb. 21, May 20.....	Special Sessions.....	Convicted; fined.....	\$20 00
Nov. 8, Feb. 10.....	Special Sessions.....	Convicted; fined.....	20 00
June 3, July 28.....	Special Sessions.....	Plead guilty; fined.....	20 00
July 26, Sept. 12.....	Special Sessions.....	Plead guilty; sentence suspended.....	
Oct. 4, Oct. 14.....	Special Sessions.....	Plead guilty; fined.....	20 00
Dec. 6, Jan. 7.....	Special Sessions.....	Plead guilty; fined.....	20 00
Sept. 3, '09, Oct. 11.....	Special Sessions.....	Plead guilty; sentence suspended.....	
Aug. 13, Sept. 12.....	Special Sessions.....	Convicted; sentence suspended.....	
Sept. 1.....	Special Sessions.....	Pending.....	
Aug. 1, Sept. 13.....	Special Sessions.....	Plead guilty; fined.....	40 00
Sept. 8.....	Special Sessions.....	Pending.....	
Dec. 9, Jan. 10.....	Special Sessions.....	Plead guilty; fined.....	20 00
April 4, April 15.....	Special Sessions.....	Plead guilty; fined.....	20 00
April 4, April 15.....	Special Sessions.....	Plead guilty; fined.....	20 00
Sept. 29, '09, Jan. 12.....	Magistrate's Court.....	Withdrawn.....	
Oct. 16, Nov. 8.....	Special Sessions.....	Plead guilty; fined, 1, sentence suspended, 1.....	20 00
Aug. 14, '09, April 11.....	Special Sessions.....	Withdrawn.....	
July 26, '09, Nov. 1.....	Special Sessions.....	Convicted; sentence suspended.....	
Aug. 31, '09, Oct. 18.....	Special Sessions.....	Plead guilty; fined.....	20 00
Aug. 9, '09, Oct. 28.....	Special Sessions.....	Plead guilty; fined.....	20 00
Aug. 17.....	Special Sessions.....	Pending.....	
Aug. 5, Sept. 12.....	Special Sessions.....	Convicted; fined.....	20 00
Aug. 19, '09, Oct. 4.....	Special Sessions.....	Convicted; fined.....	20 00
Feb. 25, Mar. 28.....	Special Sessions.....	Plead guilty; fined, 1, sentence suspended, 2.....	25 00
Aug. 17.....	Special Sessions.....	Pending.....	
Aug. 13, '09, Oct. 4.....	Special Sessions.....	Convicted; fined.....	20 00
Nov. 6, Nov. 16.....	Special Sessions.....	Plead guilty; fined, 1, sentence suspended, 1.....	20 00
Sept. 2.....	Special Sessions.....	Pending.....	
Aug. 31, '09, Oct. 4.....	Special Sessions.....	Plead guilty; fined.....	25 00
Dec. 23, Jan. 3.....	Special Sessions.....	Plead guilty; fined.....	20 00
Sept. 1, '09, Oct. 4.....	Special Sessions.....	Plead guilty; fined.....	20 00
Aug. 19, Aug. 22.....	Magistrate's Court.....	Dismissed.....	
Oct. 23, Nov. 16.....	Special Sessions.....	Plead guilty; fined.....	20 00
Sept. 15.....	Special Sessions.....	Pending.....	
Sept. 21.....	Special Sessions.....	Pending.....	
Aug. 5.....	Special Sessions.....	Pending.....	
Jan. 6, Feb. 11.....	Special Sessions.....	Plead guilty; fined.....	20 00
Sept. 7.....	Special Sessions.....	Pending (2).....	
Oct. 26, Oct. 28.....	Special Sessions.....	Dismissed.....	
June 3, June 13.....	Special Sessions.....	Plead guilty; fined.....	25 00
Aug. 5.....	Special Sessions.....	Pending.....	
Aug. 5, Sept. 13.....	Special Sessions.....	Plead guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY.</b>	
Jacob Schneider, 66 Suydam st. (rear), Brooklyn	Employing child under 14 years of age
Harry Schneidman, 403 East 104th st.	Employing child under 14 years of age
B. Schwanda & Sons, 138 Grove st., Winfield, Queens (Henry Schwanda, partner).	Employing child under 14 years of age
Sophie Schwartz, 334 East 101st st.	Employing child under 14 years of age (2)
Michael Slutsky, 166 Livonia ave., Brooklyn	Employing child under 14 years of age (2)
Jacob Spigel, 74 Allen st.	Employing child under 14 years of age
Steinberg Bros., 80-82 Wooster st. (Maurice J. Steinberg, partner).	Employing child under 14 years of age
John Thompson Press Co., Inc., Mott & East aves., Long Island City.	Employing child under 14 years of age
Tobias & Slutsky, 153 Chrystie st. (Joseph Tobias, partner).	Employing child under 14 years of age
Samuel Tuchband, 159 Attorney st.	Employing child under 14 years of age
James Varallo, 344 East 106th st.	Employing child under 14 years of age
Morris Wecker, 443 Glenmore ave., Brooklyn	Employing child under 14 years of age (2)
Abraham Wisser, 178 Prince st.	Employing child under 14 years of age
<b>SYRACUSE.</b>	
Church & Dwight, 1416 Willis ave. (George C. Kittle, department manager).	Employing child under 14 years of age
<b>YONKERS.</b>	
Deane Plaster Co., Fernbrooke (Martin J. Deane, president).	Employing child under 14 years of age
<b>ALBANY.</b>	
Jacob Kreischer, 31 Hudson ave. (Gustave A. Kreischer, manager).	Employing child under 16 years of age without Board of Health certificate (2).
<b>BINGHAMTON.</b>	
F. B. Richards & Co. (Frederick E. Kelsey, foreman).	Employing child under 16 years of age without Board of Health certificate.
<b>BUFFALO.</b>	
Alice Eggert, 132 College st.	Employing child under 16 years of age without Board of Health certificate.
Lauts Co., 861 Main st. (Mrs. Emma Hunter, forewoman).	Employing child under 16 years of age without Board of Health certificate.
Schmelzer, Maurer & Co., 1322 Broadway (Frank Maurer, partner).	Employing child under 16 years of age without Board of Health certificate.
<b>HARTFIELD.</b>	
G. H. Upton	Employing child under 16 years of age without Board of Health certificate.
<b>HICKSVILLE.</b>	
Sebastian Wuchter, Broadway	Employing child under 16 years of age without Board of Health certificate.
<b>JOHNSTOWN.</b>	
Charles M. Smith, 23 East Main st.	Employing child under 16 years of age without Board of Health certificate.
J. R. Walrath, 202 West Main st.	Employing child under 16 years of age without Board of Health certificate.
<b>LOCKPORT.</b>	
Lockport Glass Co., (John W. Wayne, foreman).	Employing child under 16 years of age without Board of Health certificate.
<b>NEW ROCHELLE.</b>	
Frankel & Pearlman 17-19 Cologni ave. (Annie Pearlman, forewoman).	Employing child under 16 years of age without Board of Health certificate (2).
<b>NEW YORK CITY.</b>	
Abrams & Marcus, 43-45 Walker st. (Joseph Marcus, partner).	Employing child under 16 years of age without Board of Health certificate.
Alart & McGuire, 68-70 Madison st. (Thaddeus J. Riordan, general manager).	Employing child under 16 years of age without Board of Health certificate.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 101

## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
July 28, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 8, Sept. 16.....	Special Sessions.....	Pleaded guilty; fined.....	\$25 00
Sept. 19.....	Special Sessions.....	Pending.	
Aug. 13, Aug. 22.....	Special Sessions.....	Pleaded guilty; sentence suspended, 1, pending, 1.	
Mar. 15, Mar. 23.....	Magistrate's Court.....	Dismissed 2.	
Aug. 1, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 17, Aug. 24.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 20, '09, Oct. 6.....	Magistrate's Court.....	Dismissed.	
Mar. 30, April 21.....	Special Sessions.....	Convicted; fined.....	20 00
Aug. 13, Aug. 22.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 21.....	Special Sessions.....	Pending.	
Jan. 14, Feb. 18.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
July 14, '09, Oct. 4.....	Special Sessions.....	Convicted; fined.....	20 00
May 26, May 31.....	Police Court.....	Pleaded guilty; fined.....	20 00
June 27, June 30.....	City Court.....	Convicted; sentence suspended.	
Dec. 4, '08.....	Police Court.....	Pending.	
Nov. 1, Nov. 3.....	City Court.....	Pleaded guilty; sentence suspended.	
Dec. 16, Dec. 18.....	Police Court.....	Pleaded guilty; fined.....	20 00
Sept. 8, Sept. 10.....	City Court.....	Pleaded guilty; sentence suspended.	
Feb. 5, Feb. 10.....	City Court.....	Pleaded guilty; fined.....	20 00
Sept. 22, Sept. 22.....	Justice of Peace.....	Convicted; sentence suspended.	
Sept. 2, Sept. 3.....	Justice of Peace.....	Convicted; fined.....	20 00
Sept. 26.....	City Court.....	Pending.	
Sept. 26.....	City Court.....	Pending.	
June 2, June 2.....	Justice of Peace.....	Pleaded guilty; sentence suspended.	
July 21, July 28.....	City Court.....	Convicted; sentence suspended, 2.	
Nov. 5, Dec. 6.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY.</b>	
Rosario Albanese, 222 East 107th st. ....	Employing child under 16 years of age without Board of Health certificate.
Albert Bros., 154-156 Grand st. (Morris Albert, partner). ....	Employing child under 16 years of age without Board of Health certificate.
A. Alpi & Co., 69 West Houston st. (Peter Alpi, partner). ....	Employing child under 16 years of age without Board of Health certificate.
American Lithographic Co., 52 East 19th st. ....	Employing child under 16 years of age without Board of Health certificate.
Anita Safety Match Co., The, 286 Junius st., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate (3).
Samuel Applebaum, 748 Hopkinscn ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate (2).
Argyle Co., The, 8-12 Forrest st., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
Arstark & Ehrlich, 97 Bremen st., Brooklyn (Max Arstark, partner). ....	Employing child under 16 years of age without Board of Health certificate.
Tony Baleto, 303 East 107th st. ....	Employing child under 16 years of age without Board of Health certificate.
F. Barone, 2171 Second ave. (Josephine Barone, manager). ....	Employing child under 16 years of age without Board of Health certificate.
Harry Barshi, 413 East 91st st. ....	Employing child under 16 years of age without Board of Health certificate.
Adolf Bazar, 4305 Twelfth ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate (2).
Bearman & Harris, 37-45 West 20th st. (Julius Harris, partner). ....	Employing child under 16 years of age without Board of Health certificate.
Alfred Benjamin & Co., 193 Broadway, Brooklyn (Barney Helfert, foreman). ....	Employing child under 16 years of age without Board of Health certificate.
H. R. Blackford, 315 West 145th st. ....	Employing child under 16 years of age without Board of Health certificate.
Blarkopf & Co., Bradford and Liberty ayes., Brooklyn (Philip Blarkopf, partner). ....	Employing child under 16 years of age without Board of Health certificate.
Jacob Blumenthal, 375 Blake ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
(s) Mfg. Co. of N. Y., The, 351-353 West Broadway. ....	Employing child under 16 years of age without Board of Health certificate.
Broadway Central Laundry Co., 2304 Broadway (Herman Friedman, proprietor). ....	Employing child under 16 years of age without Board of Health certificate.
Broadway Hand Laundry, 501 West 134th st. (Morris Echelmann, proprietor). ....	Employing child under 16 years of age without Board of Health certificate.
Brodsky & Katzberg, 184 Bowery, (Harry Brodsky, partner). ....	Employing child under 16 years of age without Board of Health certificate.
J. Bruno & Co., 231 East 108th st. (Gaetana Sammarco, partner). ....	Employing child under 16 years of age without Board of Health certificate.
Marion Cagnina, 169 East 113th st. ....	Employing child under 16 years of age without Board of Health certificate.
Cosinio Cagnino, 213 East 106th st. ....	Employing child under 16 years of age without Board of Health certificate (2).
Century Pencil Case Co., The, 640-644 Broadway, Brooklyn (Benjamin A. Lewis, vice-president). ....	Employing child under 16 years of age without Board of Health certificate.
Alexander Cohen, 71 Pike st. ....	Employing child under 16 years of age without Board of Health certificate.
Cohen, Frank & Co., 765 Stone ave., Brooklyn (John Frank, treasurer). ....	Employing child under 16 years of age without Board of Health certificate.
Louis Cohen, 35 East Broadway (David Bregman, manager). ....	Employing child under 16 years of age without Board of Health certificate.
Columbia Button Works, 413-17 East 91st st. (Louis Scher, proprietor). ....	Employing child under 16 years of age without Board of Health certificate.
Colonial Knitting Mills, (8 Stagg st., Brooklyn (Barnett Davidson, proprietor). ....	Employing child under 16 years of age without Board of Health certificate.
Edward S. Craddock, 78 East 131st st. ....	Employing child under 16 years of age without Board of Health certificate.
Crane Co., 490 Cherry st. ....	Employing child under 16 years of age without Board of Health certificate.
Vincenzo DeMauro, 137 Sullivan st. ....	Employing child under 16 years of age without Board of Health certificate.
J. A. Deknatel & Son, 223 East 23d st. (Alexander A. Flitz, superintendent). ....	Employing child under 16 years of age without Board of Health certificate.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 103

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Sep. 21.....			
July 28, Aug. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 26, Dec. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 22.....	Magistrate's Court.....	Pending.	
Aug. 27, '09, Nov. 8...	Special Sessions.....	Pleaded guilty; fined, 3.....	\$60 00
Feb. 21, May 20.....	Special Sessions.....	Convicted; fined, 2.....	40 00
Feb. 5, Mar. 11.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 22, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 31, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 3, July 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 26, Aug. 1, and Sept. 12.	Magistrate's Court and Special Sessions.	Dismissed, pleaded guilty, 1; sentence suspended, 1.	
May 4, June 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 2.....	Special Sessions.....	Pending.	
Sept. 3, '09, Oct. 11...	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 14, May 6.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 16, '09, Nov. 4...	Special Sessions.....	Acquitted.	
Sept. 28.....	Magistrate's Court.....	Pending.	
Mar. 22, April 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 4, Aug. 13.....	Magistrate's Court.....	Discontinued.	
Aug. 1, Sept. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 24, June 9.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 13, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 31, July 18.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended.	20 00
Oct. 22, Nov. 4.....	Magistrate's Court.....	Discharged.	
Nov. 12, Nov. 18.....	Magistrate's Court.....	Dismissed.	
Aug. 9, '09, Mar. 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 1, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
June 24, June 28.....	Magistrate's Court.....	Dismissed.	
Dec. 2, Dec. 15.....	Magistrate's Court.....	Dismissed.	
Sept. 20, '09, Oct. 4.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 15, Dec. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 1, Sept. 12.....	Special Sessions.....	Acquitted.	
Jan. 27, Feb. 14.....	Special Sessions.....	Pleaded guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Antonio DiBlasi, 61 Montrose ave., Brooklyn..	Employing child under 16 years of age without Board of Health certificate.
Edward L. Diamond, 287 North 6th st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Dublin Knitting Mills, 860-862 Flushing ave., Brooklyn (Frank Kuhl, partner).	Employing child under 16 years of age without Board of Health certificate.
Eagle Knee Pants Co., 5-7 Gouverneur st. (Isaac Manchel, partner).	Employing child under 16 years of age without Board of Health certificate.
Edwin Cigar Co., 66 West 125th st. (Nacie Gardner, manager).	Employing child under 16 years of age without Board of Health certificate.
Morris Eisenberg, 20 Suffolk st. (rear).....	Employing child under 16 years of age without Board of Health certificate.
Excello Shirt Co., 203 37th st., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate (3).
Mme. Fallot, 64 West 9th st. (Georgette Fallot, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Fancy Feather Co., 77 West 3d st. (Geo. Burros, partner).	Employing child under 16 years of age without Board of Health certificate.
Fashion Tucking Co., 123 West Houston st....	Employing child under 16 years of age without Board of Health certificate.
Feinberg Bros., 185 Division st. (Samuel Feinberg, partner).	Employing child under 16 years of age without Board of Health certificate.
Nathan Feldman, 143 Moore st. (rear) Brooklyn	Employing child under 16 years of age without Board of Health certificate.
Fifth Avenue Feather Co., 74 Fifth ave. (Simon Wrubel, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Chas. Fogliano, 212 East 107th st.....	Employing child under 16 years of age without Board of Health certificate.
Fulton Foundry & Machine Co., 21-41 Furman st., Brooklyn (David Mesick, proprietor).	Employing child under 16 years of age without Board of Health certificate.
J. Gennaro & Co., 227 East 106th st. (Joseph Gennaro, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Jacob Gitz, 141 Kosciusko st., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.
Grote Trimming & Binding Co., 507-9 West Broadway (Harris Lapin, manager).	Employing child under 16 years of age without Board of Health certificate.
Max Gold, 23 Bandman ave., Jamaica, Queens.	Employing child under 16 years of age without Board of Health certificate.
Abraham Goldin, 55 Attorney st.....	Employing child under 16 years of age without Board of Health certificate (2).
Abraham Goldin, 55 Attorney st.....	Employing child under 16 years of age without Board of Health certificate.
E. B. Goodfried & Co., 39 West 17th st. (Emanuel B. Goodfried, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Jacob Gordon, 31 Division st.....	Employing child under 16 years of age without Board of Health certificate.
Israel Grablowsky, 47-51 Pike st.....	Employing child under 16 years of age without Board of Health certificate.
Greenberg, Weiner & Co., 42-44 Wooster st. (Jacob Weiner, partner).	Employing child under 16 years of age without Board of Health certificate.
Jacob Grossman, 32 Walker st.....	Employing child under 16 years of age without Board of Health certificate.
H. & F. Waist Co., 496 Broome st. (Samuel M. Levine, partner).	Employing child under 16 years of age without Board of Health certificate.
Sigmund Haber, 296 East 3rd st. (rear).....	Employing child under 16 years of age without Board of Health certificate.
Wm. A. Hammett, 2845 Eighth ave.....	Employing child under 16 years of age without Board of Health certificate.
Harlem Shirt Co., 204-206 East 107th st. (Alexander Oelbaum, partner).	Employing child under 16 years of age without Board of Health certificate (2).
Harlem Steam Laundry Co., 218-230 East 125th st.	Employing child under 16 years of age without Board of Health certificate (2).
Frances A. Harris, 867 Broadway.....	Employing child under 16 years of age without Board of Health certificate.
Harwood Mfg. Co., 42 South 8th st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
George C. Heimerdinger Co., 105 Fifth ave....	Employing child under 16 years of age without Board of Health certificate (2).
Hinds & Co., 79-83 Eagle st., Brooklyn (Revillo Hinds, partner).	Employing child under 16 years of age without Board of Health certificate.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 105

## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Oct. 11, Mar. 14.....	Special Sessions.....	Acquitted.	
June 14, '09, Nov. 19..	Special Sessions.....	Convicted; fined.....	\$20 00
July 22.....	Special Sessions.....	Pending.	
Oct. 21, Nov. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 25, Sept. 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Oct. '13, Oct. 26.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 18, April 1.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 2.	20 00
Nov. 4, Nov. 5.....	Magistrate's Court....	Dismissed.	
Nov. 26, Dec. 31.....	Special Sessions.....	Dismissed.	
Aug. 12.....	Special Sessions.....	Pending.	
Nov. 12, Dec. 6.....	Special Sessions.....	Convicted; fined.....	20 00
Dec. 2, Dec. 15.....	Magistrate's Court....	Dismissed.	
Dec. 2, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April, 16, May 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
June 24.....	Special Sessions.....	Pending.	
Sept. 2.....	Special Sessions.....	Pending.	
Sept. 30, '09, Feb. 17..	Special Sessions.....	Convicted; sentence suspended.	
Aug. 13, '09, Oct. 4.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 6, Sept. 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 29, Aug. 8.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	25 00
Aug. 25, Aug. 29.....	Magistrate's Court....	Dismissed.	
June 30, July 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 27, '09, Oct. 18..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Oct. 28, Nov. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 13, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 5, Nov. 16.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 13, '09, Oct. 4.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 19, April 4.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 1, Nov. 18.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 2, Sept. 13.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
July 22.....	Special Sessions.....	Pending, 2.	
May 24, May 26.....	Magistrate's Court....	Dismissed.	
Dec. 2, Jan. 4.....	Magistrate's Court....	Dismissed.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Aug. 17.....	Special Sessions.....	Pending.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES.	Offense.
[Italics indicate owner and not occupier.]	[Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Holland Laundry, The, 373 President st. Brooklyn (Robt. G. Wall, manager).	Employing child under 16 years of age without Board of Health certificate.
Horn, Hammer & Silverman, 260-266 Stone ave., Brooklyn (Ike Horn, partner).	Employing child under 16 years of age without Board of Health certificate.
Ideal Art Novelty Co., 78 East 131st st. (Edward Burtis, partner).	Employing child under 16 years of age without Board of Health certificate.
Charles W. Igler & Co., 99 Greene st. (Charles W. Igler, partner).	Employing child under 16 years of age without Board of Health certificate.
Incandescent Supply Co., 468-472 West Broadway.	Employing child under 16 years of age without Board of Health certificate (4).
Emanuel A. Jackson, 105 Fifth ave.....	Employing child under 16 years of age without Board of Health certificate (2).
H. W. Johns-Manville Co., foot 39th st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Harry Kitzinger & Co., Fifth ave. and 14th st. (Benjamin Karp, superintendent).	Employing child under 16 years of age without Board of Health certificate.
Max Karol, 20 Johnson ave., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.
Kay Feather Mfg. Co., 309 Lafayette st. (Harry Kram, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Klee & Co., 11-19 East 4th st.	Employing child under 16 years of age without Board of Health certificate.
Knickerbocker Cleaning & Dyeing Co., 402 East 31st. (James Frederick, manager).	Employing child under 16 years of age without Board of Health certificate.
Kestel & Knippert, 1,000 Willoughby ave. (rear), Brooklyn (Lawrence Knippert, partner).	Employing child under 16 years of age without Board of Health certificate.
Selig A. Kors, 344-346 Broome st.....	Employing child under 16 years of age without Board of Health certificate.
John A. Kraemer & Co., 165-167 Mercer st. (John A. Kraemer, partner).	Employing child under 16 years of age without Board of Health certificate.
Krieger Shoe Company, 131 Patchen ave. Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Frank Lacativa, 205 East 109th st. (Angelina Lacativa, manager).	Employing child under 16 years of age without Board of Health certificate (2).
John Lackner Co., 11th ave. and 20th st. Queens (Alexander J. Lackner, manager).	Employing child under 16 years of age without Board of Health certificate.
Lafargue Co., 134th st. and Cypress ave.....	Employing child under 16 years of age without Board of Health certificate.
Morris Leibowitz, 68 Summit st., Brooklyn....	Employing child under 16 years of age without Board of Health certificate.
Wa'ker M. Levett, 464 10th ave.....	Employing child under 16 years of age without Board of Health certificate.
Levine & Kawaler, 238-240 Boerum st. (rear) Brooklyn (Hyman Kawaler, partner).	Employing child under 16 years of age without Board of Health certificate.
Jacob Levinson, 103 Cook st.....	Employing child under 16 years of age without Board of Health certificate.
I. Levy & Son., 1822 Washington Place (Louis Levy, contractor).	Employing child under 16 years of age without Board of Health certificate.
Lichtig & Lamonowitz, 81 Fourth ave. (Samuel Lichtig, partner).	Employing child under 16 years of age without Board of Health certificate.
Lieberman, Doifeld & Rosenthal, 250 Stone ave., Brooklyn (Abraham Rosenthal, partner).	Employing child under 16 years of age without Board of Health certificate.
Lipshitz Bros., 116-118 East 14th st. (Benjamin Lipshitz, partner).	Employing child under 16 years of age without Board of Health certificate.
Liquornik & Trachtenberg, 278 Division st. (Max Trachtenberg, partner).	Employing child under 16 years of age without Board of Health certificate.
H. Lissner & Co., 295 Lafayette st. (Jacob Lissner, partner).	Employing child under 16 years of age without Board of Health certificate.
Gus Lurie & Co., 37-43 West 26th st.....	Employing child under 16 years of age without Board of Health certificate.
Madison Laundry, 239 Fourth ave.....	Employing child under 16 years of age without Board of Health certificate.
Maloney Company, 48-50 West 21st st.....	Employing child under 16 years of age without Board of Health certificate.
Antonio Mancuso, 240 East 107th st.....	Employing child under 16 years of age without Board of Health certificate.
Manhattan Brass Co., 332 East 28th st.....	Employing child under 16 years of age without Board of Health certificate.



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 107

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Feb. 9, May 6.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
June 1, '09, Dec. 2.....	Special Sessions.....	Convicted; fined.....	20 00
Aug. 4, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 9, Aug. 29.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 12.....	Special Sessions.....	Pending 4.	
Dec. 16, Dec. 30.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Oct. 28, Jan. 21.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 11, Jan. 31.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 27, '09, Nov. 26..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Oct. 13, Oct. 25.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 19, Dec. 6.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 1, Dec. 13.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
April 8.....	Special Sessions.....	Pending.	
July 23, Aug. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 3, May 19.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 29, '09, May 12..	Special Sessions.....	Acquitted.	
May 31, July 18.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Sept. 30.....	Magistrate's Court.....	Pending.	
Sept. 29.....	Magistrate's Court.....	Pending.	
July 18.....	Special Sessions.....	Pending.	
Jan. 26, Feb. 14.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 19, Feb. 3.....	Magistrate's Court.....	Dismissed.	
July 26, '09, Nov. 1.....	Special Sessions.....	Convicted; sentence suspended.	
Nov. 30, Dec. 2.....	Magistrate's Court.....	Dismissed.	
Feb. 2, Feb. 16.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 19, '09, Nov. 1.....	Special Sessions.....	Convicted; fined.....	20 00
April 1, April 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Jan. 10.....	Special Sessions.....	Convicted; fined.....	20 00
Feb. 23, Mar 3.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 31, Oct. 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 18, Feb. 16.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 10, May 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 21.....	Special Sessions.....	Pending.	
Dec. 1, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Manhattan Press, The, 474-476 West Broadway.	Employing child under 16 years of age without Board of Health certificate.
John Marcin, 56 Ainslie st., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.
Philip Maybaum, 105-107 Johnson ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (2).
Joseph Milano, 421-425 East 101st st.....	Employing child under 16 years of age without Board of Health certificate.
S. Miraglia, 325 East 108th st.....	Employing child under 16 years of age without Board of Health certificate.
Jacob Moeller, 762 East 180th st.....	Employing child under 16 years of age without Board of Health certificate.
August Moll Mfg. Co., 237-247 Lynch st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (3).
Ph. Mondello & S. Arena Co., 231 East 111th st. (Mary Mondello, manager).	Employing child under 16 years of age without Board of Health certificate (2).
National Enameling and Stamping Co., corner Berlin ave. and Munich st., Long Island City.	Employing child under 16 years of age without Board of Health certificate.
National Hair Co., 195 Bowery (Morris Cohen, partner).	Employing child under 16 years of age without Board of Health certificate.
National Hair Co., 193 Bowery (Morris Cohen, partner).	Employing child under 16 years of age without Board of Health certificate.
National Pad Co., 418-420 West Broadway (Jos. M. Hyman, partner).	Employing child under 16 years of age without Board of Health certificate.
National Shirt Waist Co., 514-516 Broadway (Nathan Steinfeld, partner).	Employing child under 16 years of age without Board of Health certificate (2).
John A. Nelson, 320 Driggs ave., Brooklyn....	Employing child under 16 years of age without Board of Health certificate.
L. Nerault & Co., 34 East 21st st. (Lewis Nerault, partner).	Employing child under 16 years of age without Board of Health certificate.
New York Ladies Underwear Co., 105 Greene st. (Louis Rozman, proprietor).	Employing child under 16 years of age without Board of Health certificate.
North Central Knitting Mills, The, 1850 Pitkin ave., Brooklyn (Joseph Chavkin, partner).	Employing child under 16 years of age without Board of Health certificate.
Novelty Feather Co., 84-90 Bleecker st. (Benj. W. Jacobson, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Nicholas Orgera, 317 East 109th st.....	Employing child under 16 years of age without Board of Health certificate.
Parisian Laundry, The, 152 West 14th st. (Ernest Clerissy, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Gaetano Pasquino, 228 East 107th st.....	Employing child under 16 years of age without Board of Health certificate.
Alfred Peats Co., 396-402 Eleventh ave.....	Employing child under 16 years of age without Board of Health certificate.
Joseph Perrino, 216 East 107th st.....	Employing child under 16 years of age without Board of Health certificate.
Asher Pestky, 422-424 East 4th st.....	Employing child under 16 years of age without Board of Health certificate.
Ettore Pietropaolo, 2087 Second ave.....	Employing child under 16 years of age without Board of Health certificate.
Ramondo Ponzio, 428 East 13th st.....	Employing child under 16 years of age without Board of Health certificate.
Henry C. Poppenhusen, 17 West 3d st.....	Employing child under 16 years of age without Board of Health certificate.
Prospect Shirt Co., The, 96-100 Prospect ave., Brooklyn (Edward Chudnoff, partner).	Employing child under 16 years of age without Board of Health certificate.
Rabinawits Bros., 32 Delmonico place; Brooklyn (Morris Rabinawits, partner).	Employing child under 16 years of age without Board of Health certificate.
L. Radinsky & Co., 204-206 Greene st. (Isidor Hymowitz, partner).	Employing child under 16 years of age without Board of Health certificate (2).
Ratner Bros., 325 East 103d st. (Aaron Ratner, partner).	Employing child under 16 years of age without Board of Health certificate.
Adolf Rechtshaffner, 109 Cook st., Brooklyn....	Employing child under 16 years of age without Board of Health certificate.
L. Robinson & Co., 220 36th st., Brooklyn (David H. Greenberg, partner).	Employing child under 16 years of age without Board of Health certificate (3).
Joseph Rosenberg & Co., 134-136 Spring st. (Bernard Solomon, partner).	Employing child under 16 years of age without Board of Health certificate (2).
Rosenberg & Silverman, 501 East Houston st. (Abraham Rosenberg, partner).	Employing child under 16 years of age without Board of Health certificate (2).

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 109

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Aug. 12.....	Special Sessions.....	Pending.	
June 14, '09, Oct. 25...	Special Sessions.....	Acquitted.	
Oct. 25, Feb. 17.....	Special Sessions.....	Acquitted, 1; convicted, fined, 1....	\$20.00
July 15, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 31.....	Special Sessions.....	Pending.	
Dec. 3, Dec. 7.....	Magistrate's Court.....	Discharged.	
Oct. 21, April 1.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 2.	20.00
June 3.....	Special Sessions.....	Pending 2.	
June 21, July 19.....	Magistrate's Court.....	Dismissed.	
Nov. 5, Nov. 15.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 8, Dec. 14.....	Magistrate's Court.....	Dismissed.	
July 8, July 8.....	Magistrate's Court.....	Dismissed.	
Oct. 23, Nov. 16.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Aug. 5.....	Special Sessions.....	Pending.	
Dec. 16, Jan. 10.....	Special Sessions.....	Convicted; fined.....	20 00
July 5, Aug. 15.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 9, '09, Dec. 17...	Special Sessions.....	Convicted; sentence suspended.	
Nov. 26, Dec. 31.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 24, July 20.....	Magistrate's Court.....	Withdrawn.	
Dec. 28, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 15.....	Special Sessions.....	Pending.	
Jan. 29, Feb. 11.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 21.....	Special Sessions.....	Pending.	
Dec. 15, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 21.....	Special Sessions.....	Pending.	
Aug. 4.....	Special Sessions.....	Pending.	
Jan. 22, Mar. 28.....	Special Sessions.....	Convicted; sentence suspended.	
Aug. 3.....	Special Sessions.....	Pending.	
Jan. 6, April 14.....	Special Sessions.....	Convicted; fined.....	20 00
Feb. 16, Mar. 28, April 11	Special Sessions.....	Convicted; fined 1, withdrawn, 1....	20 00
Dec. 30, Jan. 13.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 26, '09, Nov. 12...	Special Sessions.....	Acquitted.	
Dec. 30, Feb. 8.....	Magistrate's Court and Special Sessions.....	Dismissed, 2; pending, 1.....	
Aug. 13, '09, Oct. 4.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Sept. 21, '09, Oct. 11...	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Rosenblatt Bros., 71 Suffolk st. (Louis Rosenblatt, partner).	Employing child under 16 years of age without Board of Health certificate.
Rosengarten Bros., 692 Broadway (Abraham Rosengarten, partner).	Employing child under 16 years of age without Board of Health certificate.
Max Rosenstein, 314 Stockton st., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Rosenthal Bros. Co., 42-50 Greene st. ....	Employing child under 16 years of age without Board of Health certificate.
Charles Rothenbach, 199 Starr st., Brooklyn (Theodore Burdette, superintendent).	Employing child under 16 years of age without Board of Health certificate.
A. Rotunda & Co., 238-240 East 111th st. (Grace Rotunda, manager).	Employing child under 16 years of age without Board of Health certificate.
Royal Petticoat Co., 141-145 Wooster st. ....	Employing child under 16 years of age without Board of Health certificate.
Sahara Feather Co., 225 East 104th st. ....	Employing child under 16 years of age without Board of Health certificate.
Wm. Salmon, 723 Lorimer st., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate (2).
L. J. Satchell & Co., 162 Gates ave., Brooklyn (Elizabeth J. Satchell, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Benjamin Scharfstein, 146-148 Navy st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Abraham Scheer, 423 Broome st. ....	Employing child under 16 years of age without Board of Health certificate.
Fred Schepis, 323 East 106th st. ....	Employing child under 16 years of age without Board of Health certificate.
C. A. & L. Schifini, 208 Potter ave., Long Island City (Luigi Schifini, partner).	Employing child under 16 years of age without Board of Health certificate.
Schiller Bros., 134-136 Spring st. (Harry Schiller, partner).	Employing child under 16 years of age without Board of Health certificate.
George Schlegel, 132 White st. ....	Employing child under 16 years of age without Board of Health certificate.
Raymond Schmidt Co., 49 West 24th st. ....	Employing child under 16 years of age without Board of Health certificate.
Max Schneider, 135 East 34th st. ....	Employing child under 16 years of age without Board of Health certificate.
Schwartz & Gross, 684 Park ave. (rear) Brooklyn (Morris Schwartz, partner).	Employing child under 16 years of age without Board of Health certificate.
Sophie Schwartz, 334 East 101st st. ....	Employing child under 16 years of age without Board of Health certificate.
Ernest W. Leamann, 2047 Fulton st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Frank Seloaggi, 2099 Second ave. ....	Employing child under 16 years of age without Board of Health certificate.
Albert Libek, 10 Forest st., Winfield, Queens.	Employing child under 16 years of age without Board of Health certificate.
Jacob Silberman, 648 Broadway. ....	Employing child under 16 years of age without Board of Health certificate (2).
Meyer Silberman, 347 Lorimer st., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Simon Bros., 310 Canal st. (Ruben Simon, partner).	Employing child under 16 years of age without Board of Health certificate.
S. Sobel, 37 West 4th st. ....	Employing child under 16 years of age without Board of Health certificate.
Sobel & Finder, 54 Bogart st., Brooklyn (Philip Sobel, partner).	Employing child under 16 years of age without Board of Health certificate.
Spencer Tag Co., 63 Crosby st. (Nicholas J. Bishoprick, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Phillip Spiegelman, 908 Flushing ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Jacob Stahl Jr. & Co., 1895 First ave. ....	Employing child under 16 years of age without Board of Health certificate.
Standard Button Works, 38 Division st. (Solomon Rauch, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Standard Suspender Trimming Co., 371 Canal st. (Samuel Goldsticker, manager).	Employing child under 16 years of age without Board of Health certificate (3).
Star Feather Co., 793 Broadway (Max Grossman, proprietor).	Employing child under 16 years of age without Board of Health certificate (2).
Stern & Warech, 183 Lewis st. (Benjamin Warech, partner).	Employing child under 16 years of age without Board of Health certificate.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 111

*for Violation of the Factory Law — Continued.*

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of case.]	Amount of fines.
Oct. 28, Nov. 18. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
April 19, April 27. ....	Special Sessions. ....	Pleaded guilty; fined. ....	\$20 00
June 14, '09, Dec. 2. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Dec. 22, Jan. 24. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
June 14, '09, Nov. 1. ....	Special Sessions. ....	Convicted; sentence suspended.	
June 3, June 13. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
June 6, June 23. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Sept. 7. ....	Special Sessions. ....	Pending.	
Dec. 15, Dec. 28. ....	Magistrate's Court. ....	Dismissed, 2.	
Nov. 29, Dec. 17. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Jan. 26, Feb. 25. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Mar. 28, April 7. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
May 31, July 28. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Aug. 5, Sept. 13. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Sept. 8, Sept. 9. ....	Magistrate's Court. ....	Dismissed.	
Jan. 18, Feb. 28. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Jan. 19, Feb. 3. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Dec. 9, Jan. 10. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Jan. 18, April 15. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Aug. 13. ....	Special Sessions. ....	Pending.	
June 5, '09, Feb. 10. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Oct. 28, Nov. 15. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Sept. 19. ....	Special Sessions. ....	Pending.	
Sept. 30, '09, Oct. 18. ....	Special Sessions. ....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Nov. 5, Dec. 2. ....	Magistrate's Court. ....	Dismissed.	
Oct. 28, Nov. 29. ....	Special Sessions. ....	Acquitted.	
Feb. 7, Mar. 28. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
June 4, '09, Nov. 1. ....	Special Sessions. ....	Acquitted.	
Nov. 17, Dec. 2. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
July 22. ....	Special Sessions. ....	Pending.	
July 22, Aug. 29. ....	Special Sessions. ....	Pleaded guilty; fined. ....	50 00
Nov. 12, Dec. 6. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Aug. 12. ....	Special Sessions. ....	Pending, 3	
April 27, June 2. ....	Special Sessions. ....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
May 16, July 18. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY.</b>	
E. Storelli & Son, 385 Broome st. (Louis Storelli, partner).	Employing child under 16 years of age without Board of Health certificate.
Susman, Wallach & Sontag, 819-821 5th st. (Abraham Sontag, partner).	Employing child under 16 years of age without Board of Health certificate.
Tauber, Ryttenberg & Co., 530-534 Livonia ave., Brooklyn (Abraham Rabinowitz, superintendent).	Employing child under 16 years of age without Board of Health certificate.
Tekulsky & Erdreich Co., 31-33 West 21st st. . .	Employing child under 16 years of age without Board of Health certificate.
Tobias, Greenthal & Mendelson, 324 Lafayette st. (Bernard Levinson, superintendent) . . . . .	Employing child under 16 years of age without Board of Health certificate.
Edward Todd & Co., 29-31 South 11th st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Trier & Bergfeld, 151st st. and River ave. (Benjamin Bergfeld, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Samuel Tuckband, 159 Attorney st. . . . .	Employing child under 16 years of age without Board of Health certificate.
Ulin Bros., 93 Bleecker st. (Meyer Ulin, partner).	Employing child under 16 years of age without Board of Health certificate.
Israel Unterberg, 90 Franklin st. . . . .	Employing child under 16 years of age without Board of Health certificate.
Vienna Candy Mfg. Co., 206 Forsythe st. (Max Silverstein, partner).	Employing child under 16 years of age without Board of Health certificate.
Vincent Wagner, 21 Forest st., Winfield, Queens	Employing child under 16 years of age without Board of Health certificate.
Harry Weiner, 57 Gouverneur st. . . . .	Employing child under 16 years of age without Board of Health certificate.
Weiser & Son, 361 Canal st. (Aaron Weiser, partner).	Employing child under 16 years of age without Board of Health certificate.
Wood-Shephard Varnish Co., 33-35 Wythe st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
<b>NIAGARA FALLS.</b>	
Wm. A. Rogers, Ltd., 454 Main st. (Herman K. Blanchard, superintendent).	Employing child under 16 years of age without Board of Health certificate.
<b>PEEKSKILL.</b>	
T. J. Maxwell & Co., Broad st. (C. V. W. Covert, secretary).	Employing child under 16 years of age without Board of Health certificate.
<b>ROCHESTER.</b>	
Bridges Manufacturing Co., 1026 University Ave. (Jesse O. Sykes, superintendent).	Employing child under 16 years of age without Board of Health certificate (2).
<b>ROSCOE.</b>	
Staib & Abendschein (M. L. Koebel, superintendent).	Employing child under 16 years of age without Board of Health certificate
<b>STILLWATER.</b>	
C. C. Becker, School st. . . . .	Employing child under 16 years of age without Board of Health certificates.
<b>SYRACUSE.</b>	
Church & Dwight Co., 1416 Willis Ave (George E. Kittle, department manager)	Employing child under 16 years of age without Board of Health certificate (2).
Cleve Clothing Co., 405 South Clinton st. (Jacob Steinberg, foreman).	Employing child under 16 years of age without Board of Health certificate.
Coughlin Brothers, 425 Beldin ave. . . . .	Employing child under 16 years of age without Board of Health certificate (3).
Wladyslaw Kozlowski, 325 West Fayette st. . . .	Employing child under 16 years of age without Board of Health certificate (2).
Mrs. S. C. Rider, 205-213 South Salina st. . . . .	Employing child under 16 years of age without Board of Health certificate.
Wyckoff Co., The, 320 South Salina st. (Richard S. Buechner, foreman) . . . . .	Employing child under 16 years of age without Board of Health certificate.
<b>TUCKAHOE.</b>	
Hodgman Rubber Co., Scarsdale road (William Orchard, foreman).	Employing child under 16 years of age without Board of Health certificate (2).

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 113

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. (Figures indicate number of cases.)	Amount of fines.
Feb. 19, Mar. 4.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
May 9, June 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 19, '09, Oct. 25...	Special Sessions.....	Acquitted.	
Jan. 19, Jan. 27.....	Magistrate's Court....	Dismissed.	
Feb. 9, April 18.....	Special Sessions.....	Dismissed.	
Sept. 22.....	Special Sessions.....	Pending.	
July 12, July 13.....	Magistrate's Court....	Dismissed.	
Aug. 13, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 12, Sept. 23.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 22, Dec. 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 21, '09, Oct. 18..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 19.....	Special Sessions.....	Pending.	
Oct. 23, Nov. 8.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 7, Aug. 15.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 9.....	Magistrate's Court....	Pending.	
June 11, July 5.....	Police Court.....	Dismissed.	
July 28, July 28.....	Special Sessions.....	Convicted; sentence suspended.	
Aug. 6, Aug. 15.....	Police Court.....	Pleaded guilty; fined, 2.....	40 00
June 23, June 23.....	Justice of Peace.....	Pleaded guilty; fined.....	20 00
Nov. 4, Nov. 4.....	Justice of Peace.....	Pleaded guilty; sentence suspended.	
May 26, May 31.....	Police Court.....	Pleaded guilty sentence suspended, 2.	
May 18, May 20.....	Police Court.....	Pleaded guilty; fined.....	20 00
May 13, May 13.....	Police Court.....	Pleaded guilty, fined, 1; withdrawn, 2.	50 00
June 16, June 24.....	Police Court.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
June 3, June 7.....	Police Court.....	Convicted; sentence suspended.	
May 18, May 18.....	Police Court.....	Pleaded guilty; fined.....	20 00
July 12, July 12.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. (Italics indicate owner and not occupier.)	Offense. (Parentheses indicate number of cases if more than one.)
<b>TUPPER LAKE.</b> Norwood Mfg. Co. (Frederick Robillard and Fred Bascom, foreman). A Sherman Lumber Co., The (Nelson Boray)..	
<b>UNION.</b> Union Knife Co. (J. A. Platts, contractor) . . .	
<b>BUFFALO.</b> Buffalo Weaving & Belting Co., 234 Chandler st. (Michael Bucher, superintendent).	
<b>GLOVERSVILLE.</b> Elite Glove Co., 31 School st. ....	
<b>LOCKPORT.</b> Evans & Liddle, Union & Ann sts. (Edward Rocklin, foreman). Lockport Box & Lumber Co., Union st. (Joseph W. Turner, Jr., proprietor).	
<b>MARLBOROUGH.</b> Franklin Clark. ....	
<b>NEW YORK CITY.</b> Philip Adelson & Bro., 625 Broadway (Thomas Adelson, partner). Abe Adler, 33-35 East 21st st. .... Aiken & Co., 25 East 20th st. (Alice Aiken, partner). Louis Albert, 149-153 Wooster st. .... A. Alpi & Co., 69 West Houston st. (Peter Alpi, partner). Ames & Rau, 40 East 20th st. (Charles Rau, partner). Leon Araps & Co., 175 Wooster st. (Leon Araps, proprietor). Bachrach & Judas, 7 East 17th st. (Joel Judas, partner). Bamberger Bros., 3 Waverly place (Leon Bamberger, partner). Louis Bauer, 343-347 West 26th st. .... J. Bercowitz & Co., 8-10 West 3rd st. (Isidor Burros, partner). I. Bercowitz & Son, 47 Great Jones st. (Harry Bercowitz, partner). Bias Binding Co., 70-74 West Houston st. (Albert W. Trischett, manager). Bijou Waist Co., 536-538 Broadway (Morris Kronberg, superintendent). Blogg & Littauer, 14 Washington place, (Solomon E. Blogg, partner). Bogenicht, Kornreich & Co., 84 Fifth ave. (Hyman Kornreich, partner). Bond Mfg. Co., 3-5 West 19th st. (Simon Weil, partner). Bonhotel Co., 598 Broadway (George W. Bonhotel, proprietor). J. Bruno & Co., 231 East 108th st. (Gaetano Sammarco, partner). Giovanni Cocchiarelli, 314 East 103th st. .... Dominick Costaldo & Co., 355 East 103th st. (Ralph Di Fure, partner).	
<b>III. CHILDREN—Continued.</b> Employing child under 16 years of age without Board of Health certificate (2). Employing child under 16 years of age without Board of Health certificate.	
Employing child under 16 years of age without Board of Health certificate.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	
Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.	



## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Aug. 4, Aug. 4.....	Police Court.....	Pleaded guilty; fined, 2.....	\$40 00
Aug. 4, Aug. 4.....	Police Court.....	Pleaded guilty; fined.....	20 00
July 22, July 22.....	Justice of Peace.....	Pleaded guilty; fined.....	20 00
Dec. 24, Dec. 27.....	Police Court.....	Pleaded guilty; sentence suspended.	
Sept. 7.....	County Court.....	Pending.	
May 31, May 31.....	Police Court.....	Pleaded guilty; sentence suspended.	
May 31, June 8.....	Police Court.....	Withdrawn.	
July 8, '09, Oct. 14....	Justice of Peace.....	Withdrawn.	
Oct. 25, Dec. 1, and Dec. 11.	Special Sessions.....	Pleaded guilty; sentence suspended, 1; withdrawn, 2.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 16, Dec. 20.....	Magistrate's Court....	Discharged.	
July 14, Aug. 15.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Nov. 26, Dec. 24.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 16, Dec. 20.....	Magistrate's Court....	Dismissed.	
May 3, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 5, Jan. 17.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, Mar. 9 and Mar. 28.	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	50 00
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; fined, 1, sentence suspended, 1.	20 00
Oct. 19, Nov. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 31, Mar. 17.....	Special Sessions.....	Convicted; fined, 1, sentence suspended, 2.	50 00
Nov. 26, Dec. 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Dec. 16, Dec. 30.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, Mar. 3.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 24, June 9.....	Special Sessions.....	Pleaded guilty; fined.....	25 00
June 15, June 23.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
June 15.....	Special Sessions.....	Pending.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Diamond & Levine, 30 West 18th st. (Louis Diamond, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Diker & Zilewitz, 4-6 Washington place (Bernard Zilewitz, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Dix & Co., 131-135 Prince st. (Samuel Dix, manager).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Drourr, Dretzin & Co., 71 Fifth ave. (Benjamin Dretzin, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Engel, Sultan & Dashkin, 403-407 Broome st. (Tobias Dashkin, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Eureka Neckwear Co., 604-608 Broadway. (Samuel Spiegler, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Excelsior Pad Co., 428 Broadway (Jacob Katz, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Fancy Feather Co., The, 77 West 3rd st. (Geo. Burros, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Fashion Mfg. Co., 27-33 West 20th st. (Morris Kraus, treasurer).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Feller & Sons, 421-25 East 101st st. (Morris Feller, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Frank & Bauer, 26 Mercer st. (Adolph Bauer, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
French-American Feather Boa Co., 3 West 3rd st.	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
French Shop, The, 1399 Broadway (Cecilia Levy, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
John Fried, 65-69 Bleecker st. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Friedberg & Yondelman, 640-44 Broadway, Brooklyn. (Jacob Yondelman, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Gill Engraving Co., The, 140 Fifth ave. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Globe Hair Goods Co., 125 Canal st. (Samuel Cotler, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Nathan Gold, 598 Broadway (Louis Stamm, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Meyer Goldberg, 301 Grand st. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Joseph Goldman & Son, 48 East 8th st. (Joseph Goldman, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
Nat Goldstone & Co., 2634 West 17th st. (Nat Goldstone, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Goodman Bros., 17 West 3rd st. (Louis Goodman, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Goodman Bros. & Goodman, 17-19 West 3rd st. (Benj. Goodman, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
M. Greenstein & Co., 54-56 West 3rd st. (Morris Greenstein, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Julius Grossman, 1805 First ave. (Frank Grossman, superintendent).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Max Grossman, 793 Broadway. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Harlem Shirt Co., 331-343 East 102nd st. (Max Oelbaum, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
Hefter & Co., 400-402 West 14th st. (Louis Hefter, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
A. Hurwitz, 744 Broadway. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Imperial Thread Co., 25 East 15th st. (Jos. Schindler, Jr., proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Jaffe & Katz, 42 Wooster st. (Abraham Katz, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
J. & M. Kahn, 1947-49 Third ave. (Jetty Kahn, proprietor).	Employing child under 16 over 6 hours, or outside of 8 a. m. to 5 p. m. (3).
Samuel Karp, 4-6 Washington Place. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Jacob Katz, 2 Bond st. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Jacob Keilson, 155 East Broadway. ....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.

## III. CHILDREN—Continued.

## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Dec. 16, Jan. 3.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Nov. 26, Dec. 31.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
June 2, June 10.....	Special Sessions.....	Dismissed, 1; pending, 1.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
June 25, July 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, April 18.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	25 00
Feb. 23, Mar. 28.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Nov. 26, Dec. 31.....	Special Sessions.....	Acquitted, 1; dismissed, 2.	
Dec. 16, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
July 15, Aug. 15.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
May 3, May 23.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Nov. 29, Dec. 31.....	Special Sessions.....	Pleaded guilty; fined, 2; sentence suspended, 2.	40 00
Dec. 31, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Feb. 4, Feb. 11.....	Magistrate's Court.....	Dismissed, 3.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 25, Mar. 9.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Feb. 23, Mar. 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 18, April 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 26, Dec. 13.....	Special Sessions.....	Acquitted, 4.	
Dec. 16, Jan. 20.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Jan. 22, Feb. 14.....	Special Sessions.....	Convicted; fined.....	20 00
Nov. 29, Dec. 16.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Nov. 29, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 15, Aug. 22.....	Special Sessions.....	Convicted; sentence suspended.	
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended, 3.	
Mar. 14, Mar. 29.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 3.	35 00
April 26, June 2.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Jan. 24.....	Special Sessions.....	Acquitted.	
Mar. 1, Mar. 28.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	25 00
Mar. 1, Mar. 28.....	Special Sessions.....	Convicted; fined, 1; pleaded guilty; sentence suspended, 2.	30 00
Nov. 26, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 25, Mar. 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
Knickerbocker Hat Co., 580-582 Broadway . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
John A. Kraemer & Co., 165-167 Mercer st. (John A. Kraemer, partner)	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Louis Kraus & Co., 679 Broadway (Louis Kraus, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Samuel Lakin, 149-153 Wooster st. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Lay & Way Co., 54-56 Bleecker st. (John Gadie, superintendent).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Larry Levy, 54-56 Bleecker st. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Loewenthal & Marcus, 679 Broadway (Herman Marcus, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Long Island Knitting Mills Co., Throop ave. and Kosciusko st., Brooklyn.	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
London Feather Co., 183 East 107th st. (Frank Di Giacomo, manager).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
A. Luban Co., 625 Broadway (Alexander Luban, secretary).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
McCall Co., 236 West 37th st. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Manhattan Tailoring Co., 125 East Broadway.	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
J. Marrow-Rose Co., 696 Broadway . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Mautner Bros., 40 East 21st st. (Samuel Mautner, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Mayer & Crowley, 5 East 17th st. (M. Mayer, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
William K. Mayer, 32 Union Square . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Mendel, Goldstein & Ullmann, 1924-194 Greene st.	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Mendelsohn & Goldstein, 468-72 West Broadway (Israel Goldstein, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
John Miles, 610 Broadway . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Isaac Miller, 199-201 Grand st. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
E. Moch Co., 789 Broadway . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Joseph A. Morris & Co., 71 Fifth ave. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Louis Nashley, 79 Mercer st. . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
National Embroidery Co., The, 288 East 157th st. (Jacob S. Schuster, president).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
New York Feather Co., 610 Broadway (Theodore Riehl, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
Novelty Feather Co., 88-90 Bleecker st. (Benj. W. Jacobson, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Ostrich & Fancy Feather Boa Co., 6 Bond st. (John A. Coley, manager).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (6).
Petigny Freres & Co., 24 Union Square (Jas. D. Petigny, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Pfeffer & Davis, 135 Wooster st. (Rubin Davis, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Pompador Roll Co., The, 6 Bond st. (Lewis Pollock, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Dave Price, 32 Union Square . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Morris Price, 679 Broadway . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Reichard Bros., 438 Pearl st. (David Reichard, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Reigel & Roos Co., 661 Broadway . . . . .	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Rosengarten Bros., 692 Broadway (Abraham Rosengarten, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.

## III. CHILDREN—Continued.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 119

## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
May 4, May 26.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	\$20 00
May 3, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
July 14, Aug. 22.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 27, Dec. 9.....	Special Sessions.....	Pleaded guilty; fined,.....	20 00
Nov. 27, Dec. 2, and Jan. 10.	Magistrate's Court and Special Sessions.	Dismissed, 1; sentence suspended, 1.	
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 27, May 12.....	Magistrate's Court....	Dismissed.	
Sept. 29.....	Magistrate's Court....	Pending, 3.	
Aug. 13, Aug. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Dec. 31, Jan. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 25, Mar. 28.....	Special Sessions.....	Convicted; fined.....	20 00
Jan. 22, Feb. 3.....	Special Sessions.....	Pleaded guilty; sentence suspended, 3.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Dec. 16, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 16, May 2.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
May 25, '09, Dec. 27..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 29, Jan. 24.....	Special Sessions.....	Convicted; sentence suspended.	
Feb. 25, Feb. 28.....	Magistrate's Court....	Dismissed.	
Nov. 26, Dec. 13.....	Magistrate's Court....	Dismissed.	
Dec. 16, Dec. 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 3, June 2.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Feb. 17, April 11.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	40 00
Nov. 26, Dec. 6.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 3.	20 00
Nov. 26, Dec. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 26, Dec. 16.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 5.	30 00
Dec. 16, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 14, Aug. 22.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 26, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Dec. 30.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 26, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 29, Feb. 3.....	Magistrate's Court....	Dismissed.	
Nov. 26, Dec. 20.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
April 19, April 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY.</b>	
B. Schapiro, 650 Broadway.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Schnitzler Braid Co., 214-20 East 23rd st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Frederick H. Schurman, 134-138 Suydam st. Brooklyn.	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
William Schwartz, 65-69 Bleecker st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Settel's Steam Laundry Co., 539 East 15th st. (Edward Wilson, foreman).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
A. Settembrini & Co., 214 East 107th st. (Antonio Settembrini, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
H. J. Simonds & Co., 51-56 Bleecker st. (H. J. Simonds, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Solomon & Stiner, 34 East 15th st. (Arthur I. Stiner, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Standard Belt Co., 208 Central st. (Isidor Leibowitz, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Standard Flower & Feather Co., 20 West 3rd st. (Rose Vicinanzo, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Tonti Bros., Inc., 318 East 109th st. (Dominick Tonti, president).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Samuel Treeger, 58 East 8th st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Triangle Waist Co., 23 Washington Place (Isaac Harris, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (3).
Henry Wallbott & Son, 440-444 Canal st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Weil & Ulfand, 598 Broadway (Louis Weil, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
C. Weinberg & Co., 31-33 West 23rd st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
J. Weinberg & Co., 36 Great Jones st. (Joseph Weinberg, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (4).
Jos. Wien, 65-69 Bleecker st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Jaco's Wiener, 142 Worth st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
Emanuel Wolfsheimer, 16 Waverly place.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
<b>PORT CHESTER.</b>	
Globe Foundry Co., Purdy ave. (Joseph Heider, foreman).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Shakofsky Bros., 42 South Main st. (Kopel Shakofsky, partner).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
<b>ROCHESTER.</b>	
Max Wagner, 66 Maria st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
<b>ROME.</b>	
James A. Spargo Wire Co., The.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
Wire & Telephone Co. of America, The.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
<b>STILLWATER.</b>	
C. C. Becker, School st.....	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m.
<b>TONAWANDA.</b>	
Wilson Lumber & Box Co., Chestnut st. (T. J. Wilson, proprietor).	Employing child under 16 over 8 hours, or outside of 8 a. m. to 5 p. m. (2).
<b>BUFFALO.</b>	
Builders Planing Mill Co., 187 Michigan st. (Fred. Booth, foreman).	Employing child under 16 years of age on dangerous machinery.

for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Nov. 29, Dec. 31.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	\$20 00
Mar. 16, June 2.....	Special Sessions.....	Pleaded guilty; fined, 2.....	40 00
Dec. 27, April 15.....	Special Sessions.....	Convicted; fined, 1; acquitted, 1.....	50 00
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 1, Mar. 28.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 24, June 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 27, Dec. 13.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
Dec. 16, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 13, Aug. 22.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Nov. 29, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 31, June 9.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, Mar. 2.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
April 18, May 6.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Feb. 23, Mar. 3.....	Special Sessions.....	Discharged.	
Dec. 16, Dec. 30.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 3.	25 00
Nov. 26, Dec. 24.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 3.	25 00
Nov. 26, Jan. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Aug. 13, Aug. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
June 7, June 7.....	Special Sessions.....	Convicted; sentence suspended.	
June 7, June 9.....	Special Sessions.....	Convicted; sentence suspended, 2.	
Aug. 1, Aug. 2.....	Police Court.....	Convicted; fined.....	25 00
Oct. 25, Oct. 25.....	City Court.....	Pleaded guilty; fined.....	20 00
Oct. 25, Oct. 25.....	City Court.....	Pleaded guilty; fined.....	20 00
Nov. 4, Nov. 4.....	Justice of Peace.....	Pleaded guilty; fined.....	20 00
Oct. 29, Oct. 29.....	City Court.....	Pleaded guilty; sentence suspended, 2.	
Jan. 10, Jan. 17.....	City Court.....	Pleaded guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
<b>BUFFALO.</b> Enterprise Millinery, The, 511 Main st. (Bernard L. Cohen, proprietor.),	<b>IV. WOMEN AND MINORS.</b> Employing female minor under 21 after 9 p.m. or before 6 a. m. (2).
<b>NEW YORK CITY.</b> Federal Printing Co., 239-247 West 39th st. . . . . Hecker, Jones, Jewell Milling Co., Water & Corlears sts. Hecker, Jones, Jewell Milling Co., Water & Corlears sts. Park & Tilford, 72nd st. and Columbus ave. . . . . Saks & Co., 1305 Broadway . . . . . Raphael Tucks & Sons Co., 122-124 Fifth ave. Hecker, Jones, Jewell Milling Co., Water and Corlears sts. Knothe Bros., 122-124 Fifth ave. . . . . Park & Tilford, 72nd st. and Columbus ave. . . . .	Employing female minor under 21 after 9 p.m. or before 6 a. m. (2). Employing female minor under 21 after 9 p.m. or before 6 a. m. (2). Employing female more than six days in any one week (2). Employing female more than six days in any one week. Employing female more than six days in any one week (3). Employing female more than six days in any one week (3). Employing male minor under 18, or female more than 60 hours in any one week (3). Employing male minor under 18, or female more than 60 hours in any one week (3). Employing male minor under 18, or female more than 60 hours in any one week (2).
<b>ONEIDA.</b> Burt O'ney Canning Co., The . . . . .	Employing male minor under 18, or female more than 60 hours in any one week (3).
<b>ROME.</b> Fort Stanwix Canning Co. . . . .	Employing male minor under 18, or female more than 60 hours in any one week (3).
<b>NEW YORK CITY.</b> Wolfgang Damehardt, 248 Jefferson st. Brooklyn. M. Diamond, 422 Stone ave., Brooklyn . . . . . M. Drucker & Sons, 31 Jamaica ave., Brooklyn (Harry Drucker, partner). Greenman & Lipschitz, 1610-12 St. Mark's ave., Brooklyn (Isaac Oppman, manager). Henry Heater, 334 East New York ave., Brooklyn. Moses Kohen, 105 Johnson ave., Brooklyn. . . . . Harris Nelson, 1610-12 St. Mark's ave., Brooklyn.	<b>VI. WORKSHOPS IN TENEMENTS (SPECIAL).</b> Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house. Permitting goods to be manufactured in unlicensed tenement house.
<b>NEW YORK CITY.</b> Charles Klumpp, 3198 Third ave. . . . . William La March, 117 Vernon ave., Queens. . . . . Samuel Rosenblatt, 38 Jackson st. . . . . Max Heller, 345 West 38th st. . . . . Francisco A. Lociero, 242 Elizabeth st. . . . . Onofio Quastenfe, 233 Elizabeth st. . . . . Samuel Goldstein, 29 Stanton st. (Sadie Goldstein, forewoman).	<b>VII. BAKERIES (SPECIAL).</b> Failure to provide ventilating pipes over oven door and fire pit. Failure to provide ventilating pipes over oven door and fire pit. Failure to provide ventilating pipes over oven door and fire pit. Failure to plaster walls of bakeryroom. . . . . Failure to whitewash walls and ceilings of bakeryroom. Failure to whitewash walls and ceilings of bakeryroom. Removing labels, affixed by the commissioner of labor from the oven and instruments in a bakery.



## for Violation of the Factory Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Nov. 15, Nov. 16.....	Police Court.....	Pleaded guilty; sentence suspended, 2.	
April 1, April 18.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	\$25 00
Oct. 28, Nov. 9.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Oct. 28, Nov. 9.....	Special Sessions.....	Pleaded guilty; sentence suspended, 2.	
Jan. 5, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 1, Dec. 16.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
Dec. 22, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	25 00
Oct. 28, Nov. 9.....	Special Sessions.....	Pleaded guilty; fined, 2; sentence suspended, 1.	50 00
Dec. 13, Dec. 30.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 2.	20 00
Jan. 5, Jan. 31.....	Special Sessions.....	Pleaded guilty; fined, 1; sentence suspended, 1.	20 00
Aug. 26, '09, Nov. 23..	City Court (jury).....	Acquitted, 1; dismissed, 2.	
Aug. 28, '09, Oct. 13..	City Court (jury).....	Dismissed, 3.	
June 24, '09, Oct. 15...	Special Sessions.....	Acquitted.	
ay 26, '09, Oct. 15...	Special Sessions.....	Convicted; fined.....	20 00
June 24, '09, Feb. 14..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 1, Sept. 16.....	Special Sessions.....	Convicted; fined.....	20 00
May 26, '09, Nov. 26..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 27, '09, Oct. 11..	Magistrate's Court....	Dismissed.	
July 14, '09, Nov. 4...	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 31, Feb. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 3, Feb. 8.....	Special Sessions.....	Acquitted.	
Nov. 3, Nov. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 3.....	Special Sessions.....	Pending.	
Oct. 28, Nov. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 28, Nov. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 7, May 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00

Table III.—Detailed Statement of Prosecutions

LOCALITY, DEFENDANT AND PREMISES. [Italics indicate owner and not occupier.]	Offense. [Parentheses indicate number of cases if more than one.]
	IX. WAGES.
BREWERTON. Stewart-Kerbaugh-Shanley Co.....	Failure to pay employees weekly.....
ROME. Lee Canning Co. (S. M. Wentworth, secretary and treasurer).	Failure to pay employees weekly.....
SCHUYLERVILLE AND MECHANICVILLE. Shanley-Morrissey, Incorporated.....	Failure to pay employees weekly.....
YORKTOWN HEIGHTS. Bradley Contracting Co., 1 Madison ave.....	Failure to pay employees weekly (3).....
SCHUYLERVILLE AND MECHANICVILLE. Shanley-Morrissey, Incorporated.....	Failure to pay employees wages in cash.....

\* Civil case.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 125

## for Violation of the Factory Law — Concluded.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
June 7, '09, Nov. 18...	County Court.....	Pleaded guilty; fined.....	\$250 00
Sept. 7, Sept. 7.....	Justice of Peace.....	*Judgment for plaintiff.....	50 00
June 11.....	County Court.....	Pending.	
Dec. 13, Dec. 27.....	Justice of Peace.....	*Judgment for plaintiff, 1, discontinued, 2.	† 50 00
June 11.....	County Court.....	Pending.	

† Judgment for \$50 00 and costs \$4 25.

TABLE IV.—COMPLAINTS ALLEGING VIOLATION OF THE FACTORY LAW, AND DISPOSITION OF THE SAME.

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints (b)
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	There- of in New York City.	
I. ADMINISTRATION.						
Accidents not reported (§ 87).....	.....	.....	.....	1	.....	1
Hours, schedule of, not posted (§ 77).....	.....	1	.....	1	.....	1
Law not posted (§ 68).....	3	2	.....	5	4	1
Total.....	3	3	.....	6	4	3
II. SANITATION AND SAFETY.						
1. Lighting:						
Halls, stairs or water-closets not lighted (§§ 81, 88, 94).....	15	5	.....	20	20	36
Work rooms not lighted (§ 81).....	6	3	.....	9	9	13
2. Ventilation and overcrowding:						
Air space of 250 cu. ft. for each employee between 6 A. M. and 6 P. M. not provided (§ 85).....	1	.....	.....	1	1	16
Ventilation, proper and sufficient means of, not provided (§§ 86, 94).....	25	13	.....	38	25	44
3. Time allowed for meals:						
Lunch at 6 P. M., 20 minutes not allowed (§ 89).....	.....	2	.....	2	.....	6
Noonday meal, 60 minutes not allowed (§ 89).....	.....	4	.....	4	3	18
4. Cleanliness and sanitary conveniences:						
Dressing rooms:						
Dressing room not provided for females (§ 88).....	1	1	.....	2	1	4
Screens and doors not provided (§ 88).....	.....	2	.....	2	2	.....
Dressing room unclean (§ 88).....	.....	.....	.....	.....	.....	1
Halls and stairs:						
Unclean (§§ 62, 94).....	2	1	.....	3	3	.....
Plumbing and drainage defective (§§ 88, 94).....	2	1	.....	3	3	11
Yard unclean (§§ 62, 94).....	1	.....	.....	1	1	.....
Wash rooms not provided (exclusive of foundries) (§§ 88, 94).....	3	.....	1	4	4	1
Wash and dry room in foundry not provided (§ 88).....	2	.....	.....	2	1	.....
Water closets:						
Not sufficient water closets (§§ 88, 94).....	16	14	4	34	31	32
Not sufficient ventilation (§§ 88, 94).....	2	1	.....	3	3	2
Unclean water closets (§§ 88, 94).....	18	6	.....	24	24	31
Not sufficient water to flush water closets (§§ 88, 94).....	3	2	.....	5	5	.....
Water closet not painted (§§ 88, 94).....	1	.....	.....	1	1	.....
Water closet in need of repairs (§§ 88, 94).....	6	3	.....	9	8	6
Water closet not screened (§§ 88, 94).....	1	.....	.....	1	1	4
Separate water closets for females not provided (§§ 88, 94).....	12	13	.....	25	25	33
Water closet locked and use thereof not permitted (§§ 88, 94).....	.....	.....	.....	.....	.....	3
Work rooms:						
Unclean workrooms (§§ 62, 84).....	10	1	1	12	12	38
Painting or whitewashing necessary (§ 84).....	1	.....	.....	1	1	2
Lack of heat in workrooms (§ 62).....	4	3	.....	7	7	6
Employees sleeping in workroom (§ 62).....	4	2	.....	2	2	9
Running water not provided (§§ 88, 94).....	3	1	1	5	5	7
Receptacle for refuse not provided (§ 84).....	.....	.....	.....	.....	.....	5
General sanitation.....	.....	.....	.....	.....	.....	16
5. Dangerous machinery:						
Exhaust system not provided (§ 81).....	23	7	.....	30	19	27
Machinery not guarded (§ 81).....	9	2	1	12	8	5
Products of combustion not removed (§ 62).....	2	.....	.....	2	2	6
6. Elevators, hoistways, etc.:						
Elevator entrance not guarded (§§ 79, 94).....	1	.....	.....	1	1	2
Elevator machinery not repaired (§§ 79, 94).....	1	.....	.....	1	1	3
Unsafe hoistway (§§ 79, 94).....	.....	1	.....	1	1	.....
7. Protection from fire:						
Doors and windows:						
Windows barred (§§ 80, 83, 94).....	1	1	.....	2	2	.....
Doors locked during working hours (§§ 80, 94).....	3	2	.....	5	4	11
Doors opening inwards (§§ 80, 94).....	1	1	.....	2	1	.....
Fire escapes:						
Lack of fire escapes (§§ 82, 83, 94).....	3	2	.....	5	3	9
Obstructions to exits or fire escapes (§§ 82, 83, 94).....	4	.....	.....	4	4	9
8. General safety:						
Unsafe buildings (§§ 90, 94).....	1	3	.....	4	1	5
Leaking roof (§§ 62, 94).....	1	.....	.....	1	1	.....
General repairs.....	1	.....	.....	1	1	7
Vault lights not repaired (§§ 81, 94).....	.....	1	.....	1	1	1
Handrails not provided (§§ 80, 94).....	2	1	.....	3	2	3
Leakage of acid.....	.....	1	.....	1	1	.....
Unsafe scaffolding (§§ 18, 19).....	5	.....	.....	5	.....	.....
Total.....	193	100	8	301	251	442

b Investigated in course of regular inspections; no special reports made by inspectors.

Table IV.—Complaints Alleging Violation of the Factory Law, and Disposition of the Same — Concluded.

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints. (b)
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	There- of in New York City.	
III. CHILDREN.						
Employment of children under 14 (§ 70)	2	19	1	22	21	84
Employment of children under 16 without Board of Health certificate (§ 70)	25	47	3	75	68	28
Employment of children under 16 more than 8 hours a day, or before 8 A. M. or after 5 P. M. (§ 77)	11	23	6	40	34	46
Employment of children under 16 on dangerous machinery (§ 93)	2	1	.....	3	1	2
Violation of Child Labor Law, details not specified	.....	.....	.....	.....	.....	7
Total	40	90	10	140	124	167
IV. WOMEN AND MINORS.						
Employment of females under 21 after 9 P. M. (§ 77)	1	.....	.....	1	1	4
Employment of females over 10 hours a day (§ 77)	1	9	.....	10	4	47
Employment of females over 6 days a week (§ 77)	1	2	.....	3	3	4
Employment of females over 60 hours a week (§ 77)	3	13	.....	16	13	3
Employment of male minors under 18 between the hours of 12 P. M. and 4 A. M. (§ 77)	1	.....	.....	1	.....	.....
Employment of male minors under 18 at polishing and buffing (§ 93)	4	2	.....	6	3	.....
Seats for women not provided (§ 17)	.....	2	.....	2	2	2
Total	11	28	.....	39	26	60
V. LAUNDRIES.						
Occupants sleeping in laundry (§ 92)	.....	.....	.....	.....	.....	2
VI. WORKSHOPS IN TENEMENTS.						
Manufacturing in unlicensed tenement houses (§ 100)	16	22	1	39	39	84
Manufacturing under unsanitary conditions (§ 100)	.....	1	.....	1	.....	.....
No record kept in regard to work sent out (§ 101)	.....	.....	.....	.....	.....	2
Total	16	23	1	40	39	86
VII. BAKERIES.						
Dog in bakeroom (§ 112)	1	.....	.....	1	1	1
Ashes and refuse in bakeroom (§ 112)	.....	3	1	4	4	1
Ashes and refuse in area of bakery (§ 112)	1	.....	.....	1	1	1
Ceilings not 8 feet in height (§ 112)	1	2	.....	3	2	3
Ceilings in need of repairs (§ 112)	5	1	.....	6	6	.....
Ceilings, walls, floors or utensils unclean (§ 112)	93	64	1	158	155	21
Ceilings or walls in need of painting or white washing (§ 112)	5	.....	.....	5	5	1
Floor in need of repairs (§ 112)	5	2	1	8	7	1
Living in bakery (§ 113)	.....	1	.....	1	1	2
Plumbing defective (§ 111)	23	15	.....	38	37	2
Sink with running water not provided (§ 113)	1	.....	.....	1	1	.....
Sink or flashing in need of cleaning or repairing (§ 112)	5	.....	.....	5	5	.....
Sleeping in bakery (§ 113)	1	4	.....	5	5	.....
Storage room not provided (§ 112)	1	.....	.....	1	1	.....
Storage of clothes in bakeroom (§ 112)	1	.....	.....	1	1	.....
Ventilation not provided (§ 111)	10	2	.....	12	11	3
Walls in need of plastering (§ 112)	2	.....	.....	2	2	.....
Water closet connected directly with bakeroom (§ 113)	5	8	1	14	13	1
Total	160	102	4	266	258	37
MISCELLANEOUS.						
Conditions not within the Department's jurisdiction	.....	.....	21	21	20	17
General violation of the Factory Law (including complaints without particulars)	.....	.....	.....	.....	.....	9
Total	.....	.....	21	21	20	26
GRAND TOTAL	423	346	44	*813	722	†823

§ Investigated in course of regular inspections; no special reports made by inspectors. \* The number of separate communications was 624. Included therein were 147 which covered more than one subject (118 covered two, 23 covered three, 3 covered four, 2 covered six and 1 covered seven subjects). † The number of separate communications was 593. Included therein were 151 which covered more than one subject (93 covered two, 37 covered three, 8 covered four, 6 covered five and 2 covered six subjects). The number of separate communications was 549. Included therein were 132 which covered more than one subject (106 covered two, 21 covered three, 3 covered four, 1 covered six and 1 covered seven subjects).

TABLE V.—NUMBER, AGE AND SEX OF PERSONS REPORTED INJURED IN FACTORY

CAUSE. [n. e. s.= not elsewhere specified.]	ALL					
	UNDER 16 YEARS.		16-18 YEARS.		18 YEARS AND UPWARD.	
	M.	F.	M.	F.	M.	F.
<b>MECHANICAL POWER.</b>						
Transmission of power:						
Motors (engines, dynamos, flywheels).....			2		118	1
Air fans, steam pumps, etc.....			2		50	1
Gearing.....	8	3	24	16	379	24
Set screws.....			4		47	2
Shafting.....			3	3	77	9
Belts and pulleys.....	5	2	26	4	409	13
Conveying and hoisting machinery:						
Elevators and lifts.....	4		27		250	11
Cranes (steam, electric, portable, etc.).....			2		169	
Hoisting and conveying apparatus, n. e. s.....	2		15		1,449	3
Locomotives and trains.....			4		322	
Wood working machines:						
Saws.....	2		42		799	
Planers and jointers.....	1		12		342	
Shapers.....			4		74	
Lathes.....			2		30	
Heading machines.....					7	
Other wood working machines.....	2		27	1	172	7
Paper and printing machinery:						
Barkers.....			1		55	
Calenders and other paper making machines.....	2		11		288	1
Paper cutting, stitching and staying machines.....	5	4	32	30	123	93
Printing machines.....	5		32	5	117	22
Textile machinery:						
Picking machines.....				1	27	5
Carding machines.....			7		38	5
Spinning machines.....	1	1	6	7	40	15
Looms.....			3	2	57	23
Formers, knitting machines and other textile machinery.....	5		16	7	139	45
Sewing machines, etc.....	1	3	4	12	41	31
Laundry machines.....			5	7	21	15
Leather working machinery.....	1		19	4	101	10
Metal working machinery:						
Stamping machines.....	2		112	35	684	118
Drilling and milling machines.....			46	1	584	4
Screw machines.....			5		61	
Lathes.....			13		265	
Drop and other power hammers.....			8	3	319	
Shears.....	1		6		138	1
Rollers.....			2		135	
Other.....	1	1	46	4	596	14
Polishing machines:						
Contact with grindstones, emery wheels, etc.....	2		11		232	1
Struck by fragments of polishing wheels.....			8		410	
Other.....		1	7		167	
Machines used in bakeries, confectionery establishments, etc.....			1	1	57	2
Machines not elsewhere specified.....	5	1	19	4	417	23
<b>Total.....</b>	<b>55</b>	<b>16</b>	<b>616</b>	<b>147</b>	<b>9,806</b>	<b>499</b>
<b>HEAT AND ELECTRICITY.</b>						
Explosives (powder, dynamite, etc.).....			2		101	
Explosion and ignition of gases.....	1		1		190	3
Explosion of boilers, steam pipes, etc.....			2		103	
Other injuries from steam and hot liquids.....			5	3	256	8
Caustics.....	1		7	1	158	1
Explosion of molten metals.....			3		125	
Other accidents from molten metal.....			5		436	
Vats, pans, etc. (containing hot liquids or caustics).....					64	
Electricity.....			2		222	1
Fire and heat not elsewhere specified.....	4		12	5	388	6
<b>Total.....</b>	<b>6</b>		<b>39</b>	<b>9</b>	<b>2,043</b>	<b>19</b>

a One not an employee. c Includes two, age not stated.  
A Includes fourteen, age not given.

d Includes one, age not stated.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 129

IES, QUARRIES AND TUNNEL CONSTRUCTION, YEAR ENDED SEPTEMBER 30, 1910.

ACCIDENTS.					PERMANENTLY INJURED.					
AGE NOT REPORTED.		ALL AGES.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years +.	M.	F.	Total.
		120	1	121			23	23		23
		52	1	53			16	16		16
5	1	416	44	460	1	11	109	c 116	7	123
		51	2	53			4	4		4
1		81	12	93	2		7	9		9
7		447	19	466		2	33	32	3	35
e 10	7	291	18	309		1	18	18	1	19
2		173		173			22	d 23		23
5		1,471	3	1,474			89	88	1	89
2		328		328			36	36		36
10		853		853		5	195	f 203		203
1		356		356		4	162	166		166
2		80		80			18	18		18
		32		32						
		7		7			2	2		2
		201	8	209	1	4	34	37	2	39
		56		56			18	18		18
1		302	1	303			18	18		18
3	3	163	130	293	2	12	30	c 38	8	46
2		156	27	183	1	6	25	29	3	32
		27	6	33			5	4	1	5
		45	5	50		1	4	5		5
		47	23	70		2	5	4	3	7
	1	60	26	86			7	6	1	7
	1	160	53	213	1	4	21	22	4	26
	1	46	47	93	1	3	6	7	3	10
		26	22	48		1	6	5	2	7
		121	14	135		5	27	32		32
13	2	811	155	966		46	296	g 307	39	346
1		631	5	636		10	54	64		64
1		67		67			5	5		5
5		283		283			19	19		19
		327	3	330		1	24	25		25
2		147	1	148		2	23	25		25
		137		137			6	6		6
5		648	19	667		8	89	d 96	2	98
		248	1	249		2	17	19		19
3		418		418			4	4		4
1		175	1	176		3	12	15		15
		59	3	62		1	16	17		17
7		448	28	476	1	5	63	d 68	2	70
90	16	10,567	678	11,245	10	139	1,568	h 1,649	82	1,731
		103		103			10	10		10
4		196	3	199			2	d 4		4
		105		105		1		1		1
2		263	11	274			4	4		4
2	1	168	3	171			2	2		2
2		130		130			4	4		4
5		446		446						
		64		64						
		224	1	225			2	2		2
3		407	11	418		1	1	2		2
18	1	2,106	29	2,135		3	25	d 29		29

e A boy, age not reported.

Includes three, age not stated.

g Includes four, age not stated.

Table V.—Number, Age and Sex of Persons Reported Injured in Factories.

CAUSE. [n. e. s.= not elsewhere specified.]	ALL					
	UNDER 16 YEARS.		16-18 YEARS.		18 YEARS AND UPWARD.	
	M.	F.	M.	F.	M.	F.
<b>FALL OF PERSON.</b>						
Fall from ladder, scaffold, platform, etc.	a 3		7		397	1
Fall from machinery, trucks, engines, etc.	2		4		324	3
Fall caused by collapse of support.	2		3		291	3
Fall in or through opening in floor, etc.			2		144	
Fall in hoistway, shaft, etc.	1		2		40	
Fall on stairs, steps, etc.			5	9	85	13
Fall on level by slipping.	2		7	1	164	21
Fall on level by tripping.			4		150	11
All others.	1		11	1	258	4
Total.	11		45	11	1,853	56
<b>INJURED BY WEIGHTS.</b>						
Falling rock and earth (quarrying, excavating, etc.)			2		345	
Falling pile of material (lumber, coal, cement, etc.)			3		274	1
Falling walls, doors, and other objects		1	18		1,212	11
Tools or weights dropped by person injured.			2		196	1
Falling objects dropped by other persons.			3		125	
Heavy materials or parts on which injured persons were at work.			10		624	
Machinery being moved.	1		2		195	
Fall of material from trucks in transit.			5	1	234	1
Handling of castings, flasks, etc.			10		679	
Handling of stone, ore, etc.					106	
Handling of lumber, paper and other materials.	1		25		695	2
Loading and unloading.			14		594	
Cause insufficiently described for classification.	1		3		435	1
Total.	3	1	97	1	5,714	17
<b>FLYING OBJECTS.</b>						
Struck in eye by piece of metal, glass, etc.	2		11		802	2
Other injuries from flying objects.			5		229	1
Total.	2		16		1,031	3
Vehicles and accidents caused by animals.	a 2		13	1	430	1
<b>MISCELLANEOUS.</b>						
Hand tools (hammers, knives, wrenches, files, etc.)	2	1	20	1	702	13
Tools in hands of fellow workmen.	2		4		202	1
Injured while fitting and assembling, n. e. s.			5		159	
Caught on nail, wire, sharp projection, etc.	1		31	3	667	22
Cut on glass.			7	3	113	3
Injured by stepping on nail, sliver, etc.	1		17	3	357	7
Inhalation of poisonous gases.					48	
All other causes.	a 1		3	1	228	9
Total.	7	1	87	11	2,476	55
Grand Total.	86	18	913	180	23,353	650

a One not an employee.

c Includes two, age not stated.



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 131

Quarries and Tunnel Construction, Year Ended September 30, 1910 — Concluded.

ACCIDENTS.					PERMANENTLY INJURED.					
AGE NOT REPORTED.		ALL AGES.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years +.	M.	F.	Total.
3		410	1	411			7	7		7
2		332	3	335			6	6		6
1		297	3	300			4	4		4
		146		146			1	1		1
1		44		44			1	1		1
1		90	23	113			2	2		2
1	1	174	23	197			5	5		5
1	1	155	12	167						
5		275	5	280			2	2		2
15	2	1,923	70	1,993			28	28		28
3		350		350			6	6		6
	1	277	2	279			8	8		8
3		1,233	12	1,245			21	21		21
1		199	1	200			2	2		2
1		129		129			3	3		3
2		636		636			28	28		28
		198		198			8	8		8
		239	2	241			10	10		10
3		692		692			24	c 26		26
		106		106			6	6		6
2		723	2	725			20	20		20
2		610		610			25	25		25
2		441	1	442			15	15		15
19	1	5,833	20	5,853			176	c 178		178
7		822	2	824			27	d 28		28
1		235	1	236			1	1		1
8		1,057	3	1,060			28	d 29		29
3		448	2	450			12	12		12
2	1	726	16	742		1	9	10		10
		208	1	209			4	4		4
1		165		165			8	8		8
6	1	705	26	731			2	2		2
2		122	6	128			5	5		5
1		376	10	386			1	1		1
		48		48			1	1		1
3		236	9	245			3	3		3
15	2	2,586	68	2,654		1	33	34		34
168	22	24,520	870	25,390	10	143	1,870	i 1,959	82	2,041

d Includes one, age not stated

i Includes eighteen, age not given.

TABLE VI.—CAUSES AND NATURE OF INJURIES SUSTAINED FROM ACCIDENTS

CAUSE. [n. e. s.—not elsewhere specified.]	Grand total.	TENDENCY			
		Lacerations.	Burns.	Cuts.	Bruises.
MECHANICAL POWER.					
Transmission of power:					
Motors (engines, dynamos, fly wheels, etc.)	121	18	1	16	18
Air fans, steam pumps, etc.	53	11	1	11	1
Gearing	460	148		24	38
Set screws	53			9	7
Shafting	93	10	1	8	16
Belts and pulleys	466	101	7	62	70
Conveying and hoisting machinery:					
Elevators and lifts	309	40	1	9	71
Cranes (steam, electric, portable, etc.)	173	33	4	6	41
Hoisting and conveying apparatus	1,474	285	15	113	450
Locomotives and trains	328	32	3	12	81
Wood working machines:					
Saws	853	193	1	211	55
Planers and jointers	356	51		67	13
Shapers	80	21		24	6
Lathes	32	8		14	1
Heading machines	7	2		1	1
Other wood working machines	209	48		57	22
Paper and painting machinery:					
Barkers	56	7		14	3
Calenders and other paper making machines	303	75	15	26	51
Paper cutting, stitching and staying machines	293	93	1	45	43
Printing machines	183	56		19	32
Textile machinery:					
Picking machines	33	8	2	7	5
Carding machines	50	25		2	3
Spinning machines	70	26		12	13
Looms	86	28		13	15
Formers, knitting machines and other textile machinery	213	59	4	32	39
Sewing machines, etc.	93	18	2	27	8
Laundry machines	48	10	12	2	4
Leather working machinery	135	29	1	28	12
Metal working machinery:					
Stamping machines	966	182		104	69
Drilling and milling machines	636	151	2	118	78
Screw machines	67	23		25	2
Lathes	283	59	7	66	41
Drop and other power hammers	330	53	8	55	65
Shears	148	27		39	24
Rollers	137	28	30	13	21
Other	667	154	10	113	118
Polishing machines:					
Contact with grind stones, emery wheels, etc.	249	108	9	48	8
Struck by fragments of polishing wheels	418	10	8	14	7
Other	176	31	1	52	16
Machines used in bakeries, confectionery establishments, etc.	62	11	2	10	7
Machines not elsewhere specified	476	110	13	71	93
Total	11,245	2,403	161	1,599	1,668
HEAT AND ELECTRICITY.					
Explosives (powder, dynamite, etc.)	103	7	8	6	10
Explosion and ignition of gases	199	2	142	20	2
Explosion of boilers, steam pipes, etc.	105	2	55	11	7
Other injuries from steam and hot liquids	274	3	245	1	1
Caustics	171		129	2	
Explosion of molten metals	130		83	1	1
Other accidents from molten metal	446	1	395		4
Vats, pans, etc. (containing hot liquids or caustics)	64		55		
Electricity	225		147	3	6
Fire and heat, n. e. s.	418	2	334	1	2
Total	2,135	17	1,593	45	33

a One not an empl

## MILLS, QUARRIES AND TUNNEL CONSTRUCTION, YEAR ENDED SEPTEMBER 30, 1910.

Injuries.				Serious injuries probably permanent.	PERMANENT INJURIES.							Death.
Injuries.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
8	10	3	80	16	.....	.....	.....	16	1	6	23	2
2	2	2	30	7	.....	.....	.....	16	.....	.....	16	.....
4	20	.....	236	98	2	.....	.....	117	.....	4	123	a3
1	6	.....	45	3	.....	.....	.....	3	.....	1	4	1
6	19	2	64	9	.....	.....	.....	7	.....	2	9	11
32	72	7	372	42	2	2	1	21	2	7	35	a17
17	38	27	228	37	2	.....	1	6	4	6	19	e25
11	29	1	128	17	2	1	.....	12	3	5	23	5
54	176	20	1,159	184	8	2	.....	49	6	24	89	42
11	53	5	214	54	7	2	.....	19	2	6	36	24
7	17	11	501	139	2	1	3	186	1	10	203	10
4	5	6	147	43	2	2	.....	156	.....	6	166	.....
1	1	3	56	6	.....	.....	.....	17	.....	1	18	.....
3	2	1	29	3	.....	.....	.....	.....	.....	.....	.....	.....
1	1	.....	5	.....	.....	.....	.....	2	.....	.....	2	.....
2	6	4	142	28	.....	1	.....	36	.....	2	39	.....
8	31	1	25	12	1	.....	.....	17	.....	.....	18	1
4	6	4	218	66	1	.....	.....	15	.....	2	18	1
4	9	5	194	53	.....	.....	.....	45	.....	1	46	.....
4	.....	.....	127	24	.....	5	.....	21	.....	6	32	.....
1	2	.....	25	3	2	.....	.....	2	.....	1	5	.....
2	2	4	37	8	2	.....	.....	2	.....	1	5	.....
1	4	.....	58	5	.....	.....	.....	7	.....	.....	7	.....
1	4	4	68	11	.....	.....	1	6	.....	.....	7	.....
8	12	8	165	22	2	.....	.....	22	.....	2	26	.....
1	1	17	74	9	.....	.....	.....	9	.....	1	10	.....
2	4	1	35	6	2	.....	.....	4	.....	1	7	.....
1	4	4	81	21	2	.....	.....	25	.....	5	32	1
5	13	9	386	234	.....	.....	.....	346	.....	.....	346	.....
9	28	98	491	81	.....	2	2	46	4	10	64	.....
4	3	3	57	5	.....	.....	.....	5	.....	.....	5	.....
6	18	31	235	28	1	.....	1	13	.....	4	19	1
4	15	28	245	50	.....	.....	2	20	1	2	25	1
4	7	3	106	17	.....	.....	1	24	.....	.....	25	.....
2	3	5	104	25	.....	.....	.....	6	.....	.....	6	2
11	33	34	486	82	1	3	1	84	1	8	98	1
2	15	.....	190	40	.....	.....	.....	18	.....	1	19	.....
8	320	.....	367	45	.....	.....	2	.....	1	1	4	2
5	12	20	141	20	.....	.....	.....	12	1	2	15	.....
1	1	4	36	8	1	1	.....	15	.....	.....	17	1
18	23	14	352	51	4	4	.....	54	4	4	70	3
2880	702	724	7,739	1,621	46	26	15	1,481	31	132	1,731	154
2	14	.....	48	14	1	.....	5	.....	.....	4	10	31
5	2	.....	174	12	.....	.....	2	.....	.....	2	4	9
7	3	.....	86	9	.....	.....	.....	.....	.....	1	1	9
6	1	.....	257	10	.....	1	1	.....	.....	2	4	3
1	8	.....	140	29	.....	.....	.....	.....	.....	2	2	.....
8	.....	.....	93	32	.....	.....	2	.....	.....	2	4	1
9	2	.....	412	33	.....	.....	.....	.....	.....	.....	.....	5
1	.....	.....	56	3	.....	.....	.....	.....	.....	.....	.....	.....
13	14	.....	184	11	.....	.....	.....	.....	.....	2	2	28
17	10	.....	368	22	.....	.....	.....	.....	.....	2	2	26
3	81	40	1,818	175	1	1	10	.....	.....	17	29	113

One boy age not known.

Table VI.—Causes and Nature of Injuries Sustained from Accidents in Factories.

CAUSE.  [n. e. s.=not elsewhere specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
<b>FALL OF PERSON.</b>						
Fall from ladder, scaffold, platform, etc.	411	27	1	24	107	78
Fall from machinery, trucks, engines, etc.	335	21	1	24	96	80
Fall caused by collapse of support.	300	19	3	18	62	55
Fall in or through opening in floor, etc.	146	7	2	6	47	36
Fall in hoistway, shaft, etc.	44	.....	.....	2	10	3
Fall on stairs, steps, etc.	113	6	1	4	18	35
Fall on level by slipping.	197	18	5	15	48	49
Fall on level by tripping.	167	9	3	23	44	48
All others.	280	42	5	61	62	50
Total.	1,993	149	21	177	494	434
<b>INJURED BY WEIGHTS.</b>						
Falling rock and earth (quarrying, excavating, etc.)	350	60	3	46	136	6
Falling pile of material (lumber, coal, cement, etc.)	279	48	1	20	128	7
Falling walls, doors and other objects.	1,245	275	4	173	519	24
Tools or weights dropped by person injured.	200	44	2	14	117	2
Falling objects dropped by other persons.	129	30	3	24	54	3
Heavy materials or parts on which injured persons were at work.	636	115	2	70	263	43
Machinery being moved.	198	40	.....	14	89	18
Fall of material from trucks in transit.	241	43	1	33	94	10
Handling of castings, flasks, etc.	692	194	2	45	229	82
Handling of stone, ore, etc.	106	25	.....	19	38	7
Handling of lumber, paper and other materials.	725	150	3	123	196	106
Loading or unloading.	610	148	1	55	221	40
Cause insufficiently described for classification.	442	110	4	22	140	43
Total.	5,853	1,282	26	658	2,224	393
<b>FLYING OBJECTS.</b>						
Struck in eye by piece of metal, glass, etc.	824	34	53	106	31	.....
Other injuries from flying objects.	236	55	4	110	37	2
Total.	1,060	89	57	216	68	2
Vehicles and accidents caused by animals.	450	83	1	20	180	26
<b>MISCELLANEOUS.</b>						
Hand tools (hammers, knives, wrenches, files, etc.)	742	186	4	270	171	13
Tools in hands of fellow workmen.	209	60	.....	44	57	.....
Injured while fitting and assembling, n. e. s.	165	39	.....	52	39	5
Caught on nail, wire, sharp projection, etc.	731	250	4	288	47	6
Cut on glass.	128	14	1	94	.....	.....
Injured by stepping on nail, sliver, etc.	386	289	.....	53	4	14
Inhalation of poisonous gases.	48	2	.....	1	.....	.....
All other causes.	245	37	3	41	30	58
Total.	2,654	877	12	843	348	96
Grand Total.	25,390	4,900	1,871	3,558	5,015	1,179

a One not

Quarries and Tunnel Construction, Year Ended September 30, 1910 — Concluded.

INJURIES.				Serious injuries probably permanent.	PERMANENT INJURIES.							
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	In-ternal.	All other.	Total.	Death.
					Limbs.	Hands or feet.	Eyes.					
42	84	14	377	17	.....	.....	.....	3	4	7	10	
32	45	17	316	10	.....	.....	.....	4	2	6	3	
21	100	8	286	10	.....	.....	.....	1	2	1	4	.....
8	21	12	139	5	.....	.....	.....	.....	.....	1	1	1
7	11	1	34	.....	.....	.....	.....	.....	.....	1	1	9
9	25	3	101	8	.....	.....	.....	.....	.....	2	2	2
19	17	11	182	9	.....	.....	.....	2	.....	3	5	1
15	8	6	156	11	.....	.....	.....	.....	.....	.....	.....	.....
12	26	8	266	8	.....	.....	.....	1	.....	1	2	.....
165	337	80	1,857	78	.....	.....	.....	4	9	15	28	30
14	40	6	311	20	2	.....	.....	2	.....	2	6	13
18	23	4	249	12	1	.....	.....	2	.....	5	8	10
48	103	23	1,169	49	.....	.....	.....	13	3	5	21	6
7	6	4	196	2	.....	.....	.....	2	.....	.....	2	.....
2	5	.....	121	3	.....	.....	.....	2	.....	1	3	2
17	25	14	549	57	.....	.....	.....	25	1	2	28	2
6	11	3	181	7	.....	.....	.....	4	2	2	8	2
6	24	3	214	16	1	.....	.....	2	.....	7	10	1
24	35	8	619	45	.....	.....	.....	18	2	6	26	2
2	4	.....	95	5	.....	.....	.....	4	1	1	6	.....
24	33	26	663	42	.....	.....	.....	11	6	3	20	.....
35	34	11	545	40	1	.....	.....	13	5	6	25	.....
17	44	10	390	36	.....	.....	.....	8	6	1	15	1
220	387	112	5,302	334	5	.....	.....	106	26	41	178	39
.....	6	470	700	96	.....	.....	24	.....	.....	4	28	.....
2	6	13	229	6	.....	.....	.....	.....	.....	1	1	.....
2	12	483	929	102	.....	.....	24	.....	.....	5	29	.....
27	50	10	397	36	1	1	.....	5	2	3	12	5
13	11	27	695	36	.....	.....	1	7	1	1	10	1
8	11	6	186	19	.....	.....	.....	3	1	.....	4	.....
2	5	6	148	9	.....	.....	.....	6	.....	2	8	.....
4	6	78	683	45	.....	.....	.....	1	.....	1	2	1
.....	.....	4	113	10	.....	.....	.....	2	.....	3	5	.....
1	1	20	382	2	.....	.....	.....	1	.....	.....	1	1
.....	3	34	40	1	.....	.....	.....	.....	1	.....	1	6
5	11	46	231	8	.....	.....	.....	.....	1	2	3	.....
33	48	221	2,478	130	.....	.....	1	20	4	9	34	12
710	1,617	1,670	20,520	2,476	53	28	50	1,616	72	222	2,041	353

an employee.

TABLE VII.—PARTICULARS OF FATAL ACCIDENTS

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>			
1. STONE.			
Not an employee — marble yard.....	7	Male.....	Single.....
Carpenter — stone quarry.....	40	Male.....	Married.....
Driller — stone quarry.....	21	Male.....	Married.....
Driller — stone quarry.....	19	Male.....	Married.....
Driller's helpers — stone quarry.....	28	Male.....	Married.....
Laborer — stone quarry.....	35	Male.....	Married.....
Owner — stone quarry.....	72	Male.....	Widower.....
Workman — stone quarry.....	36	Male.....	Married.....
Laborer — stone crushing plant.....	38	Male.....	.....
2. MISCELLANEOUS MINERAL PRODUCTS.			
Crushing mill operator — carborundum plant.....	33	Male.....	Married.....
Repair man — carborundum plant.....	38	Male.....	Married.....
Foreman — asbestos plant.....	21	Male.....	Single.....
Nightwatchman — asbestos plant.....	65	Male.....	Married.....
Repair man — graphite mill.....	40	Male.....	Married.....
Not an employee — talc mill.....	10	Male.....	Single.....
3. CEMENT AND LIME.			
Laborer — asphalt plant.....	36	Male.....	Married.....
Laborer — cement plant.....	21	Male.....	Single.....
Laborer — cement plant.....	22	Male.....	Single.....
Laborer — cement plant.....	22	Male.....	Single.....
Laborer — cement plant.....	40	Male.....	Married.....
Millwright — cement plant.....	32	Male.....	Married.....
Workman — cement plant.....	37	Male.....	Married.....
Track layer — gypsum mine.....	36	Male.....	Married.....
Brakeman — limestone quarry.....	22	Male.....	Single.....
Drill operator — limestone quarry.....	50	Male.....	Married.....
Drill operator — limestone quarry.....	32	Male.....	Married.....
Drill operator — limestone quarry.....	52	Male.....	Married.....
Laborer — lime and cement plant.....	58	Male.....	Married.....
Laborer — lime stone quarry.....	40	Male.....	Married.....
Pitman — lime stone quarry.....	30	Male.....	Married.....
Timekeeper — lime stone quarry.....	74	Male.....	Married.....
Dock builder and carpenter — plaster plant.....	42	Male.....	Single.....
4. BRICK, TILE AND POTTERY.			
Brick setter — brick yard.....	42	Male.....	Married.....
Laborer — brick yard.....	27	Male.....	Single.....
Laborer — brick yard.....	45	Male.....	Married.....
Laborer — brick yard.....	18+	Male.....	Married.....
Laborer — brick yard.....	57	Male.....	Married.....
Stable boys — brick yard.....	32	Male.....	Married.....

FOR YEAR OCTOBER 1, 1909, TO SEPTEMBER 30, 1910.

## Particulars.

Drowned in cesspool for settling sand from a rubbing bed.  
Fell from conveyor bridge; thigh and wrist fractured and wound on nose; death resulted later at hospital.

While charging hole with dynamite, it exploded, killing him instantly.

Charge failed to explode; deceased went to investigate just as blast exploded; part of hand blown off; amputation under anesthetic resulted in death.

While barring stone from ledge in quarry he fell, receiving injuries which resulted in death."

Instantly killed by premature explosion of dynamite.

While oiling machinery, deceased was caught on shafting and terribly injured, dying within six hours.

Powder placed for blasting exploded prematurely; deceased was thrown upon pile of rocks; skull fractured and injured internally; death ensued without regaining consciousness.

While erecting derrick, guy rope slipped or broke, pole fell upon deceased killing him instantly.

Sleeve caught in gearing while oiling bearings, drawing arm in; five ribs broken, lungs punctured, arm lacerated and badly contused; death resulted same day.

While "repairing head of electric furnace", received electric shock; "found unconscious;" death resulted later.

"Caught by shaft and whirled around to his death."

Plant destroyed by fire; body found in ruins.

While deceased was working at carborundum wheel it burst and he was struck by flying parts; death resulted in hospital two days later.

While playing in mill was caught in belt and so seriously injured as to cause death the following day.

Foot caught in asphalt mixer and deceased was drawn in and ground to pieces.

While breaking up old flooring supports gave way and he fell to floor below and was pinned down by flooring; skull fractured and face bruised; died shortly after accident.

While erecting derrick, deceased was being raised to top of derrick to loosen guy rope, rope gave way and he fell to ground (60 feet); neck broken and skull fractured; died almost instantly.

When he loosened the dirt from under large stone, the stone rolled over on him, breaking pelvis bones and causing internal injuries; died at hospital on same day.

Clothing caught in screw conveyor and deceased was drawn in and "slowly ground to pieces."

"While removing sledge from gyratory crusher using crane, strain was taken on hammer; deceased went in and hit it with another hammer, it flew out, swung back and hit him;" compound fracture of skull at side also at base of skull, with hemorrhage probably caused almost instant death.

While starting flow of cement from bin, deceased was caught in rush of cement and smothered before rescued.

Crushed by falling roof; death resulted two days later.

Car loaded with stone was hoisted to top of incline and pulled against bumpers with sufficient force to break cable, which allowed car to fall back in quarry; deceased was struck by flying stone; arm broken and skull fractured; died the following day.

While operating drill, deceased was struck by falling stone and thrown from ledge; neck and arm broken; died in about three minutes.

While operating drill, was struck on back by falling stone; scalp injured and back broken; death resulted twenty days later at hospital.

"In loading a twelve-foot hole, before cap stick was placed, the charge exploded; both eyes injured, compound fracture of leg and scalp wound; death ensued two days later.

While shoveling stone from track into elevator, deceased was struck by car and crushed between car and stone bin; death resulted two days later at hospital.

Struck by train of quarry cars and instantly killed.

Was struck by large rock which fell from side of cliff; compound fracture of leg, contusions of body and injury to chest with internal hemorrhage; death occurred following day.

Supposed to have tripped over wire cable and to have fallen from ledge to quarry level (30 or 40 feet); died during evening of same day.

While using derrick to hoist heavy plank, plank slipped through rope, striking deceased on head, killing him almost instantly.

Setting brick in a kiln, kiln fell over upon him killing him instantly.

While helping to move boiler it slipped and fell over upon him; injured internally so as to cause death twenty-four hours later at hospital.

While working at sand dump, deceased was pushed over by horse, horse and cart falling upon him; back broken; death resulted in about one hour.

While tearing down old building, deceased was crushed by falling timber; died almost instantly.

Deceased was removing sand from screen at foot of sand bank, bank gave way burying him beneath it; dead when taken out only five minutes later.

While deceased was moving heavy iron pipe it fell over against highly charged electric wire; killed almost instantly.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>I. STONE, CLAY AND GLASS PRODUCTS—</b>			
<i>Concluded.</i>			
<b>5. GLASS.</b>			
Laborer — bottle factory.....	21	Male.....	Married.....
Laborer — glass works.....	29	Male.....	Married.....
Laborer — glass works.....	28	Male.....	Married.....
Laborer — glass works.....	49	Male.....	Married.....
Porter — glass works.....	47	Male.....	Married.....
Laborer — mirror works.....	64	Male.....	Widower.....
<b>II. METALS, MACHINERY AND CONVEYANCES.</b>			
<b>1. GOLD, SILVER AND PRECIOUS STONES.</b>			
Errand boy — electroplating plant.....	15	Male.....	Single.....
<b>2. COPPER, LEAD, ZINC, ETC.</b>			
Laborer — aluminum plant.....	62	Male.....	Married.....
Laborer — copper refining plant.....	21	Male.....	Single.....
Employee — plumbers' supply plant.....	20	Male.....	Single.....
Night watchman — sheet metal plant.....	52	Male.....	Married.....
Electrician — smelting and refining plant.....	28	Male.....	Married.....
Worker — tin can plant.....	45	Male.....	Single.....
<b>3. IRON AND STEEL PRODUCTS.</b>			
<i>a-c Blast furnaces, rolling mills, steel works and iron mines.</i>			
Drill operator.....	21	Male.....	Single.....
Electricians' helper.....	37	Male.....	Single.....
Foreman.....	41	Male.....	Married.....
Foreman.....	35	Male.....	Single.....
Handy man.....	24	Male.....	Single.....
Hot bed operator.....	20	Male.....	Single.....
Laborer.....	25	Male.....	Married.....
Laborer.....	25	Male.....	Single.....
Laborer.....	21	Male.....	Married.....
Laborer.....	23	Male.....	Single.....
Laborer.....	18 +	Male.....	.....
Laborer.....	46	Male.....	Married.....
Laborer.....	43	Male.....	Married.....
Laborer.....	32	Male.....	Married.....
Laborer.....	22	Male.....	Single.....
Laborer.....	33	Male.....	Single.....
Laborer.....	32	Male.....	Married.....
Laborer.....	24	Male.....	Single.....
Laborer.....	30	Male.....	Married.....
Locomotive crane conductor.....	31	Male.....	Single.....
Locomotive fireman.....	20	Male.....	Single.....



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 139

October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

- Crushed between elevator and floor of building; dead when found.  
 Deceased was asphyxiated while making bed of ashes in gas producer preparatory to firing up.  
 Asphyxiated while making up bed of ashes in gas producer preparatory to firing up.  
 Asphyxiated while making up bed of ashes in gas producer preparatory to firing up.  
 Killed by elevator.  
 Leaned over opening into elevator shaft to speak to some one on lower floor; struck by descending elevator; neck broken causing almost instant death.
- Was carrying bicycle upon elevator and attempted to leave moving elevator, overbalanced and fell down shaft; death ensued before reaching hospital.
- Struck on head by clutch belonging to engine; skull fractured with fatal result.  
 While loading ashes on cars which were on siding was struck and instantly killed by train of cars.  
 While riding on elevator it fell to bottom of shaft and he was crushed beneath heavy timbers; neck broken; died instantly.  
 Fell down elevator shaft; fracture of both legs and internal injuries caused death same day.  
 While putting in new switch, came in contact with heavily charged wire, meeting instant death.  
 Slipped on ice and fell as he reached to open door, compound comminuted fracture of leg at knee joint necessitated amputation; death resulted in one week.
- Struck by rock falling from above and thrown from ledge, fracturing arm, skull and neck; death resulted within two days.  
 "Probably got arm in way of strong electric current and standing on transformer, grounded;" killed instantly.  
 Fell from staging into open shaft, fracturing skull and bones of face with laceration of brain, also fracturing both bones in leg; died immediately.  
 Caught in belt and whirled around shafting; right arm broken and skull fractured; died shortly after arrival at hospital.  
 While bending over filing bar in lathe, clothing was caught by bar at shoulder and deceased was drawn in between bar and machine and strangled.  
 Caught by cable and wound around drum; crushed to death before released.  
 While unloading billets from car with crane, billet slipped from crane as it was being hoisted, crushing deceased between billet and car.  
 Was dumping hot ladle of water which tipped over; "seriously scalded from waist down;" death resulted in three days.  
 While working on trestle guiding cars of ore into chute, he was crushed between larry chute and skip chute; killed instantly.  
 Narrow gauge tram was off elevator track; two laborers hooked cable to car and while hoisting it car tipped over, catching and crushing deceased against steel girders; concussion over chest, fracture of ribs and collar bone, in fact, crushed to death.  
 Thinking entire charge of black powder had exploded, deceased returned to charge when he was struck by fragments from second explosion; skull fractured with fatal result several days later at hospital.  
 "Car broke away, crashing into car on which injured man was working, throwing him beneath wheels," which passed over him, causing instant death.  
 Stepped from stairs on trestle, was struck by electric car and thrown from trestle; concussion of brain and ribs fractured; death resulted at hospital forty-six days later.  
 "While placing small board walk into moving car, was squeezed between walk and post which supports roof of building;" crushed through chest and pancreas ruptured, died eight days later at hospital.  
 Body found on floor with fractured bones and severe lacerations; is supposed to have fallen from window in which he was replacing broken glass.  
 While "placing rail under ladle at cinder dump, ladle suddenly dumped, crushing him beneath it and fracturing ribs and pelvis; died two hours later."  
 Struck on head by crowbar dropped by fellow workman; skull fractured; died in ambulance while being taken to hospital.  
 "Caught in belt; compound complicated fracture of skull; dead."  
 Acting as brakeman at time of injury; while stepping from one car to another he fell between the cars and is supposed to have been run over; "multiple fracture of leg, thigh broken and compound fracture below knee; died next morning."  
 While arranging pig iron in car so magnet could pick it out, magnet swung around striking man on neck, breaking it, with fatal result in few minutes.  
 Attempted to board moving train, lost his hold and was thrown under wheels; both legs crushed below knee; death resulted at hospital within two days.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>II. METALS, MACHINERY AND CONVEYANCES—Continued.</b>			
<b>3. IRON AND STEEL PRODUCTS—Continued.</b>			
<i>a-c Blast furnaces, rolling mills, steel works and iron mines—Concluded.</i>			
Machinist.....	29	Male.....	Married.....
Machine operator.....	20	Male.....	Married.....
Mucker.....	34	Male.....	Married.....
Oiler.....	39	Male.....	Single.....
Oiler.....	30	Male.....	Single.....
Oiler.....	32	Male.....	Married.....
Ore picker.....	20	Male.....	Single.....
Painter.....	25	Male.....	Single.....
Pitman.....	22	Male.....	Single.....
Roofman.....	29	Male.....	Single.....
Roofman.....	24	Male.....	Married.....
Roller.....	25	Male.....	Married.....
Scraper.....	18+	Male.....	Married.....
Stove tender.....	20	Male.....	Single.....
Storage bed chaser.....	52	Male.....	Married.....
Stove tender.....	21	Male.....	Single.....
Top filler.....	27	Male.....	Single.....
Tramman and general underground worker.....	22	Male.....	Single.....
Trammer.....	24	Male.....	Single.....
Trammer.....	37	Male.....	Married.....
Trammer.....	45	Male.....	Married.....
Trammer.....	38	Male.....	Single.....
<i>d-v. Foundries and machine shops.</i>			
Blacksmith.....	27	Male.....	Married.....
Carpenter.....	50	Male.....	Single.....
Coremaker.....	44	Male.....	Married.....
Crane operator.....	19	Male.....	Single.....
Engineer.....	66	Male.....	Married.....
Foreman.....	44	Male.....	Married.....
Foreman.....	70	Male.....	Married.....
Foreman.....	26	Male.....	Single.....
Helper.....	22	Male.....	Single.....
Laborer.....	30	Male.....	Single.....
Laborer.....	22	Male.....	Married.....
Laborer.....	18+	Male.....	.....

October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

- "While placing an extension light wire on the oil switch caused short circuit; burns over body; died" same day.
- Struck by chunk of ore which fell from top of bluff; leg torn, both leg and arm nearly amputated, pelvis bones fractured, cut on head and skull injured; killed instantly.
- Deceased entered mine in car to adjust block connected with hoisting apparatus, he was standing on car at work when same was started and he was crushed between car and platform; compound fracture of skull caused immediate death.
- Caught on shafting and whirled around to his death; neck dislocated, hands and arms burned, and otherwise disfigured; found wedged between shaft and cylinder of engine.
- Deceased was working under ingot car unknown to operator who started car, crushing him to death.
- "Found lying on ground near motor fatally injured, probably electrical shock;" taken to hospital, but could not be revived, probably dead when found.
- Entered ore bin to pitch down ore, caught in slide of same and crushed to death; "smothered."
- Attempted to cross conveying table in front of an approaching red hot bar, knocked down by bar and burned to death before he could be released.
- When ascending from mine deceased got on bail of car tipping it; fell from car (20 feet); concussion of brain caused death two days later.
- After explosion of charge, deceased returned to see result of blast; large piece of ore fell from side of pillar and crushed him to death.
- After explosion of charge, deceased returned to see result of blast; large piece of ore fell from side of pillar and crushed him to death.
- While working at rolls, deceased was struck by bar of steel at white heat as it came through rollers; abdomen punctured; died within ten minutes.
- Explosion of gas in furnace wrecked furnace; deceased was struck and skull fractured by flying parts.
- Deceased was releasing air pressure on blast furnace stove and stood in front of release pipe; air blew him from platform (12 feet); fracture at base of skull caused death in three days.
- "Riding on front end of engine and bumped cars;" fracture of ribs on both sides and right clavicle; death ensued within twenty-four hours.
- While standing near furnace, deceased was struck in eye by piece of iron; "partial paralysis of left side of face and eye resulted, due to destruction of sixth nerve;" death ensued six months later.
- Attempted to repair machinery of elevator or cage, when part of it fell upon him and threw him from top to bottom of shaft, killing him instantly.
- Deceased was taking car to end of trestle to dump, in passing under electric cable he caught hold of same with left hand and was held by current; very badly burned; death instantaneous.
- While riding in tram car, hanging on side of ingot, it is alleged to have tipped and thrown him (together with ingot mold) to ground, crushing chest, etc., and causing instant death.
- While cleaning out car "in sink" was struck on head by chunk of ore which fell from skip car loaded with ore; "skull fractured; fatal."
- Drilled in hole which though previously charged had not been exploded; killed instantly.
- "Deceased was about six inches from hole which exploded when blast occurred;" neck and skull fractured, causing immediate death.
- Holding tool under steam hammer, blow of hammer broke tool and deceased was struck on knee by flying part; flesh, cords, etc., lacerated; death resulted seven days later.
- While working at saw, deceased was struck in abdomen by board thrown from saw; injuries caused death the following day.
- While placing core on car, deceased "stepped" or fell "off board into fire hole;" death resulted in eight days.
- Struck and run over by crane; leg badly crushed; died following day at hospital.
- "Evidently rendered unconscious by fall, but how we cannot tell;" clothing ignited from torch he was carrying; badly burned from waist up; "collapse of lungs from inhaling flames and shock caused death."
- Deceased attempted to light gas in oven, some which had collected there exploded killing him instantly.
- Fell in runway leading from foundry to street; neck broken; dead when found.
- Fell in contact with electric wire; killed almost instantly.
- Chain attached to crane, which was being used to lift flask, broke allowing flask to fall on injured man; fracture of thigh and severe contusions and abrasions; death resulted the following day at hospital.
- Caught arm in gear of tumbling mill while oiling same; arm badly lacerated; injuries caused death nine days later.
- Jumped backward off car, fell under train and was run over; both legs fractured, one requiring amputation; death resulted later.
- Got hand on scrap iron; blood poison developed with fatal result eleven days later.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>II. METALS, MACHINERY AND CONVEYANCES—Continued.</b>			
<b>3. IRON AND STEEL PRODUCTS—Concluded.</b>			
<i>d-r. Foundries and machine shops—Concluded.</i>			
Laborer.....	ca 45	Male.....	Married.....
Laborer.....	35	Male.....	Married.....
Laborer.....	65	Male.....	Married.....
Laborer.....	65	Male.....	Married.....
Laborer.....	17	Male.....	Single.....
Laborer.....	26	Male.....	.....
Machinist.....	35	Male.....	Married.....
Machinist.....	50	Male.....	Married.....
Machinist helper.....	45	Male.....	Married.....
Melter.....	42	Male.....	Married.....
Night watchman.....	57	Male.....	Married.....
Wood sawyer.....	39	Male.....	Married.....
Workman.....	35	Male.....	Single.....
<b>4. ELECTRICAL APPARATUS.</b>			
Assembler.....	20	Male.....	Married.....
Fireman.....	22	Male.....	Married.....
Laborer.....	26	Male.....	Married.....
Laborer.....	26	Male.....	Single.....
Molder's apprentice.....	17	Male.....	Single.....
Student engineer.....	23	Male.....	Single.....
<b>5. VEHICLES.</b>			
<i>a-d. Carriages, Wagons, Etc.</i>			
Blacksmith's helper.....	26	Male.....	Single.....
Errand boy.....	15	Male.....	Single.....
Laborer.....	40	Male.....	Married.....
Rim grinder.....	36	Male.....	Married.....
<i>e-g. Cars and Locomotives.</i>			
Blacksmith.....	35	Male.....	Married.....
Blacksmith's helper.....	42	Male.....	Married.....
Boiler maker.....	46	Male.....	Married.....
Bridgeman.....	36	Male.....	Single.....
Car repairer.....	36	Male.....	Married.....
Car repairer.....	34	Male.....	Married.....
Car repairer.....	24	Male.....	Married.....

October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

Deceased was assisting others to move large gear wheel guided with scantling used as temporary axle, but projecting only from one side; wheel suddenly fell against wall, crushing him beneath it, crushed skull caused death in two hours.

While moving casting weighing 1,500 lbs., chain slipped allowing casting to fall upon deceased, crushing his skull and causing instant death.

Struck by pieces thrown from broken pulley; ribs and shoulder blade broken and crushed in; death occurred in few hours.

While loosening crane chair from pile of trusses, he slipped and caught hold of one of the trusses, it tipped and he fell to ground together with truss which struck him on the head; head crushed causing instant death.

While moving column with crane, the hooks slipped and end of column fell upon him; "ruptured spleen; fatal."

While assisting in handling heavy iron girders one fell upon him; internal injuries caused death in three hours.

Deceased had been assisting in putting belt on pulley; found on floor under shafting with crushed skull, supposed to have been caught and whirled around to instant death.

Slipped and fell down hatch, fracturing skull; injuries terminated in death six weeks later.

Turntable of crane was being hoisted outside of shop by derrick and friction hoist; hoisting machinery broke, boom fell against and broke through brick wall of building, where deceased was at work; spine fractured by falling brick; died about seven weeks later.

While pouring iron from furnace it got beyond his control and came from furnace in such volume as to almost envelope him; burned over entire body; death resulted the following day.

Found dead in boiler room with "nose broken and gash on side of right eye."

Struck by board thrown from saw, abdomen punctured; death ensued two days later.

While raising electric traveling crane, part of apparatus connected therewith fell, striking him on head and fracturing skull; died within few hours.

Deceased was assembling transmitter faces, feeling faint, walked over toward window "lost consciousness" and fell backward striking head on foot board underneath bench; "laceration of scalp, possible fracture of skull, and ruptured blood vessel in ear"; death occurred in evening of same day.

Entered coal bin to remove bucket which had fallen in, caught in rush of coal and smothered before rescued.

While working on building was struck on head by beam which fell from above; skull fractured at base; died within twenty-four hours.

Derrick being used to raise buckets of concrete fell upon him; crushed to death.

Flask filled with sand and supported by crane for inspection, suddenly fell upon tester who was using a vent wire directly beneath it, killing him instantly.

While testing machine received electric shock; causing instant death.

While using sledge hammer a misdirected blow caused end of hammer to penetrate his abdomen; death resulted the following day at the hospital.

Opened door leading to elevator and thinking elevator was there stepped off and fell to bottom of shaft; skull fractured; died following day.

Deceased was on elevator when cable broke and he fell with same to bottom of shaft; neck and arm broken causing instant death.

While working at emery wheel, it burst and he was struck by flying parts of wheel or material on which he was working; internal injuries caused death eight days later.

Breaking of pipe nipple on oil tank caused oil to be blown over fire where deceased was welding engine frames, oil ignited and fell upon him, burning both legs, head and shoulders; death occurred within two days.

Breaking of pipe nipple on oil tank caused oil to be blown over fire where he was welding engine frames, oil ignited and fell upon him; burned on face, chest and both arms; death ensued following day.

Supposed to have been overcome by gas while repairing boiler; found dead with head and upper part of body in fire box door.

While working up in wing deceased was crushed to death between crane and side of building.

Deceased was working under end of car which had been jacked up on horses; it was struck by another car and fell over upon him; "right side bruised and hand injured; did not recover from shock."

While jacking down car, jack flew up striking him on head, fracturing skull; death resulted following night.

Stepped between cars to replace trolley pole, car started and crushed him through chest; died before reaching hospital.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>II. METALS, MACHINERY AND CONVEYANCES—Concluded.</b>			
5. VEHICLES—Concluded			
<i>e-g. Cars and Locomotives—Concluded.</i>			
Car repairer.....	62	Male.....	.....
Car repairer.....	23	Male.....	Single.....
Carpenter.....	40	Male.....	Married.....
Carpenter.....	39	Male.....	Married.....
Coal at round house.....	32	Male.....	Single.....
Draughtsman.....	28	Male.....	Single.....
Engine despatcher at round house.....	30	Male.....	Single.....
Flue cleaner.....	28	Male.....	Married.....
Helper.....	21	Male.....	.....
Hostler.....	50	Male.....	Married.....
Laborer.....	46	Male.....	Married.....
Laborer.....	21	Male.....	Single.....
Machinist.....	26	Male.....	Married.....
Machinist.....	17	Male.....	Single.....
Machinist's helper.....	19	Male.....	Single.....
Machine wood worker.....	43	Male.....	Married.....
Painter.....	48	Male.....	Married.....
Pattern maker.....	54	Male.....	Married.....
Switchman.....	44	Male.....	Married.....
Switchman.....	35	Male.....	Married.....
Tank repairer's helper.....	23	Male.....	Married.....
Tinsmith.....	44	Male.....	Married.....
Toolman.....	22	Male.....	Married.....
Water tender.....	59	Male.....	Married.....
8. INSTRUMENTS AND APPLIANCES.			
Coil cleaner.....	14	Male.....	Single.....
<b>III. WOOD MANUFACTURES.</b>			
Laborer — basket factory.....	46	Male.....	Single.....
Laborer — box factory.....	62	Male.....	Widower.....
Elevator operator in cabinet working plant.....	45	Male.....	Married.....
Varnisher — cabinet working plant.....	38	Male.....	Single.....
Varnisher — cabinet working plant.....	31	Male.....	.....
Sawyer — cooperage plant.....	35	Male.....	Married.....
Night watchman — filing case factory.....	53	Male.....	Married.....

October 1, 1903, to September 30, 1910 — Continued.

## Particulars.

- Under car removing wheel when support holding frame slipped out; frame fell upon him; injured across back and internally, slight scalp abrasion; death resulted within few hours.
- Deceased was working between two cars repairing lock block; cars were struck by engine and he was thrown down and run over; arm and leg crushed; death resulted within an hour at hospital.
- While he was working under car, jack is supposed to have "slipped or kicked out" allowing car to fall upon him; head crushed; killed instantly.
- While repairing car it was struck by another and deceased was caught between couplers; crushed through hip and groin and injured internally; died in two hours.
- "While opening front pocket, right side brake end of car, wrench got away from him coming over striking him on head," causing compound fracture of skull; death resulted in few hours.
- While working in elevator shaft deceased was struck on head by descending elevator weight; skull fractured, jaw, neck and ribs broken, causing instant death.
- "Expansion joint of main steam pipe leading from shop boilers to new stationary engines gave way, filling engine dispatcher's office with steam," terribly burned over entire body; died within six hours.
- While deceased was working under trolley track, other men were moving traveling crane which ran off end of track and fell upon him.
- While working under car received electric shock which caused instant death.
- After filling tank of engine with water he fell from engine to ground, breaking his spine and lacerating head; death resulted in two months' time.
- Crawled under cars while engine was coupling cars; foot caught and severely crushed; death occurred twenty-two days later at hospital.
- Attempted to board moving coach, was caught and crushed between car and shop door easing; crushed through hips; died shortly after being taken to hospital.
- Cut foot on nail on floor; death resulted.
- While oiling overhead shafting, clothing was caught by belt and deceased was whirled around rapidly revolving shaft; hip, arm and skull fractured, also injured internally; lived only few hours.
- Deceased was helping to roll pair of driving wheels, was caught between them; left side bruised and injured internally; died six days later at hospital.
- While ripping board on circular saw, lacerated his hand; injury caused death one week later.
- Breaking of pipe nipple, caused oil to be blown over fire where men were welding engine frame, oil ignited and fell upon men; burned on face, both arms and legs; death resulted about one week later.
- Deceased was struck in abdomen by board thrown from saw; died two days later.
- While standing on side step on end of tender, deceased was crushed between tender and pillar under cinder chute, space between being only about eight inches; died before arrival at hospital.
- Deceased was riding on lower step between tender and engine, engine was backing and he was crushed between cab of engine and gondola loaded with lumber on side track; died before arrival at hospital.
- While helping to roll front end of locomotive along floor, it slipped and pinned him beneath it; internal injuries caused death later.
- While measuring jacket cover on boiler, deceased fell from top of boiler to floor, 16 feet, fracturing shoulder and ribs, which punctured lungs; blood clot resulted with fatal termination the following day.
- Deceased carried an incandescent lamp attached to long wire when he entered water tank of engine to clean it, came in contact with part of exposed wire; killed instantly.
- Fire burst in boiler and filled asphalt with scalding water; deceased slipped in and was so seriously burned as to cause death eight days later.
- Deceased was cleaning coils with waste which ignited from gas flames and set fire to his clothing; burned on chest, back and arms; died twenty-two days later at hospital.
- While working around tank containing boiling water, his ankle turned and he slipped in; frightfully burned from waist down; death resulted in twelve days.
- While working near saw deceased slipped and fell upon saw; head almost severed and body terribly injured.
- Plant destroyed by fire; deceased made many trips with elevator to rescue fellow workmen, but on last trip elevator caught between second and third floors; he succeeded in getting out of elevator but failed to reach window and "died from suffocation."
- Plant destroyed by fire; body found in ruins; "death by suffocation."
- Plant destroyed by fire; body found in ruins; "death by suffocation."
- He used stick to replace belt on pulley, stick was caught and hurled against him, penetrating the abdomen; killed almost instantly.
- There were two doors leading to engine room, a flight of stairs led down to engine room from one door but from the other there were no stairs but door was kept locked, although watchman's key fitted both doors; through error he opened wrong door (doors only 1½ feet apart) and fell 10 feet below; skull crushed at back, causing immediate death.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>III. WOOD MANUFACTURERS—Concluded.</b>			
Teamster — flooring plant.....	34	Male.....	Married.....
Laborer — furniture factory.....	18 +	Male.....	Married.....
Machine operator in furniture factory.....	24	Male.....	Single.....
Yardman — furniture factory.....	55	Male.....	Married.....
Laborer — last factory.....	41	Male.....	Married.....
Wood turner — piano factory.....	73	Male.....	Married.....
Bench worker — planing mill.....	45	Male.....	Married.....
Cabinet maker — planing mill.....	18 +	Male.....	Married.....
Laborer — planing mill.....	51	Male.....	Widower.....
Laborer — planing mill.....	48	Male.....	Married.....
Boxer — shoe case factory.....	35	Male.....	Married.....
Engineer — stave and heading plant.....	50	Male.....	Married.....
Laborer — veneer plant.....	27	Male.....	.....
Workman — veneer plant.....	20	Male.....	Single.....
<b>IV. LEATHER AND RUBBER GOODS.</b>			
Workman — button factory.....	19	Male.....	Single.....
Carpenter — fur hat factory.....	40	Male.....	Married.....
Leadman — rubber insulating plant.....	21	Male.....	Single.....
Laborer — shoe factory.....	36	Male.....	Married.....
Laborer — tannery.....	70	Male.....	Married.....
Machinist — tannery.....	22	Male.....	Married.....
Tanner — tannery.....	76	Male.....	Married.....
Ivory turner — tortoise shell and celluloid plant.....	36	Male.....	Married.....
Office assistant — tortoise shell and celluloid plant.....	16	Male.....	Single.....
Polisher — tortoise shell and celluloid plant.....	48	Male.....	Married.....
Workman — tortoise shell and celluloid plant.....	73	Male.....	Married.....
<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>			
Machine operator — alkali plant.....	45	Male.....	Married.....
Employee — cream tartar plant.....	23	Male.....	Married.....
Laborer — fertilizer plant.....	40	Male.....	Married.....
Employee — fireworks factory.....	27	Male.....	Single.....
Employee — fireworks factory.....	30	Male.....	Married.....
Steam fitter — glue factory.....	34	Male.....	Married.....
Cutter — celluloid factory.....	35	Male.....	Married.....
Laborer — celluloid factory.....	23	Male.....	Single.....
Laborer — celluloid factory.....	14	Male.....	Single.....
Laborer — celluloid factory.....	28	Male.....	Married.....
Laborer — celluloid factory.....	24	Male.....	Married.....
Laborer — celluloid factory.....	19	Male.....	Single.....
Laborer — celluloid factory.....	15	Male.....	Single.....
Laborer — celluloid factory.....	49	Male.....	Married.....
Laborer — celluloid factory.....	38	Male.....	Married.....
Manager — celluloid factory.....	24	Male.....	Married.....
Packer — celluloid factory.....	18	Male.....	Single.....
Powder maker — powder mill.....	32	Male.....	Married.....
Powder maker — powder mill.....	24	Male.....	Married.....



October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

Deceased was on top of load of lumber unloading same, wheel of truck came off and he was thrown to ground; internal injuries resulted in death following day at hospital.

" Fell down elevator shaft, fracturing skull;" death resulted later.

While adjusting belt he was caught and whirled around rapidly revolving shaft; arm torn off and body badly bruised; killed almost instantly.

Deceased was letting car of lumber down incline into lime kiln, he reached over to remove block from under wheel; truck started and crushed him between lumber and side of kiln; ribs fractured and lungs punctured; death resulted four days later at hospital.

While painting ceiling his clothing became entangled in shafting; " he was beaten against rafters of ceiling; killed almost instantly."

Supposed to have been caught in belt and whirled around; skull and both arms fractured and injured internally; died in few hours.

While ripping at saw he was struck in abdomen by board thrown from saw and injured internally; death resulted ten days later at hospital after operation necessitated by injury.

While working at saw he was struck in abdomen by board thrown from saw; death resulted in few days.

While unloading lumber, pile of same fell upon him, fracturing his spine; death resulted " few weeks afterwards."

Foot caught between cable and drum of jack used to draw lumber in mill; leg fractured in three places and amputated below knee; died three days later.

Struck by piece of wood thrown from saw and killed instantly.

Deceased attempted to throw belt from pulley with stick which caught; pulley was pulled out and thrown about striking him in abdomen, causing internal hemorrhage; died following day.

Deceased was working near pile of lumber supported by board; he removed the board and pile fell over upon him; head and arms crushed, causing almost instant death.

While working on pile of logs, he fell to ground (18 or 20 feet); killed almost instantly.

While using circular saw, he cut his finger; blood poison developed with lockjaw, causing death within two weeks.

While working on saw, he was struck in groin by board thrown from same; injuries caused death the following day.

While "applying 1,500 volts on coils of wire submerged in testing," he received fatal electric shock. Caught in door handle of large drum making about twenty revolutions per minute; neck and spine broken; death instantaneous.

Fellow workman threw side of leather which struck deceased in abdomen and caused rupture of intestines; died next day.

Attempted to replace belt on pulley while standing on ladder; caught by belt and " wound around shaft;" both arms broken and body terribly mangled; chest crushed; unconscious when taken down; died just after reaching hospital.

Found in elevator with part of body extending over edge of floor; dead when found.

Plant destroyed by fire; burned on face, hands and body; died later at hospital.

Plant destroyed by fire; burned so seriously as to cause death later at hospital.

Plant destroyed by fire; burned on body, face and hands; dead when taken from ruins.

Plant destroyed by fire; burned so seriously as to cause death later at hospital.

"In some way, which is not clear, got hold of wire carrying 440 volts, which must have grounded; killed" instantly.

Fell into tank of hot chemicals; burns resulted in death nine days later.

Cleaning out asphalt bin with crowbar; struck and cut away insulation from feed wire and electric current passed through his body; killed instantly.

Explosion occurred while making black powder; deceased so seriously burned as to cause death.

Explosion occurred while making black powder; terrible burns caused death eight days later at hospital.

While thawing out steam pipe, he slipped and fell into vat of hot water; entire body scalded; death resulted six months later.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned to death.

Plant destroyed by fire; burned so seriously as to cause death following day.

Explosion in - - - - - caused destruction of plant; instantly killed.

Explosion in - - - - - caused destruction of plant; instantly killed.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>V. CHEMICALS, OILS, PAINTS, ETC.—</b>			
<i>Concluded.</i>			
Powder maker — powder mill.....	28	Male.....	Married.....
Powder maker — powder mill.....	38	Male.....	Married.....
Conductor on switch engine — soap factory.....	30	Male.....	Married.....
Laborer — soap factory.....	22	Male.....	Single.....
Laborer — sodium plant.....	29	Male.....	Single.....
Laborer — sodium plant.....	20	Male.....	Single.....
Mill hand — sodium plant.....	28	Male.....	Married.....
Night laborer — sodium plant.....	50	Male.....	Married.....
Oiler — sodium plant.....	42	Male.....	Married.....
<b>VI. PAPER AND PULP.</b>			
Assistant mill wright.....	53	Male.....	Married.....
Block handler.....	50	Male.....	Married.....
Foreman.....	ca 25	Male.....	Married.....
Laborer.....	48	Male.....	Single.....
Laborer.....	35	Male.....	Married.....
Laborer.....	23	Male.....	Married.....
Laborer.....	21	Male.....	Single.....
Lap cutter.....	19	Male.....	Single.....
Superintendent.....	25	Male.....	Single.....
Teamster.....	75	Male.....	Married.....
Third hand.....	24	Male.....	Single.....
Winderman.....	18	Male.....	Single.....
<b>VII. PRINTING AND PAPER GOODS.</b>			
Machinist — corrugated paper plant.....	31	Male.....	Married.....
Machinist — electrotyping plant.....	64	Male.....	Married.....
Elevator operator — printing plant.....	33	Male.....	Single.....
Laborer — wall paper mill.....	60	Male.....	Married.....
Roller — wall paper mill.....	17	Female.....	Single.....
<b>VIII. TEXTILES.</b>			
Beltman and oiler — Bleaching and dyeing plant.....	18 +	Male.....	Married.....
Carpenter — carpet mill.....	41	Male.....	Married.....
Card stripper — cotton yarn mill.....	27	Male.....	Single.....
Manager — glove and mitten factory.....	63	Male.....	Married.....
Card stripper — knitting mill.....	26	Male.....	Single.....
Stock sorter at rag picker — knitting mill.....	42	Male.....	Married.....
Engineer — printing and bleaching plant.....	47	Male.....	Single.....
Machinist — rope and cordage plant.....	46	Male.....	Married.....

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October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

- Explosion in press room caused destruction of plant; instantly killed.
- Explosion in press room caused destruction of plant; so seriously burned as to cause death seventeen days later.
- While coupling cars deceased was crushed between them; died without regaining consciousness.
- "While barreling tar from tank he inserted in tank a hot iron bar to loosen tar which had become clogged; gas which had accumulated in empty part of tank exploded, setting his clothing on fire;" very badly burned over entire body except abdomen and lower back; death resulted later.
- "Attempted to dump dirt car without first clamping it to track, thereby allowing car to tip over on him; died."
- "Elevator was going down; when it reached about 12 feet he slipped or stepped off platform and fell down shaft; died two hours afterwards of fractured skull."
- While loosening up stone dust in bins "an inundation occurred letting him down through about four-six feet and covering him with stone dust from sides of bin, causing suffocation, followed by death."
- Plant destroyed by fire; body found near door.
- While adjusting belt which runs over filter filled with boiling caustic, he slipped and fell into the caustic; terrible burns caused death within few hours.
- Large pulley on shaft which has just been installed burst and deceased was struck by flying pieces and terribly injured; killed instantly.
- Probably fell down wood chute in mill; found dead with fracture of base of skull; head and shoulders severely bruised.
- Deceased was working in blow pit of mill when sulphite digester or cooker was emptied in pit; overcome by fumes and horribly burned by hot sulphite and steam; dead when taken from pit.
- Fell into wood conveying machinery while throwing in blocks of wood; life was extinct when body came from conveyor.
- Clothing caught on shaft and he was whirled around shaft, his head striking against cement pier; skull fractured, both legs broken and side of chest crushed; died almost instantly.
- Clothing caught on shaft and deceased was whirled around until clothing gave way and then thrown to cement floor; fractured skull caused death in few minutes.
- Rag cutter became clogged; deceased attempted to remove clog when he cut his finger; tetanus developed with fatal result about one week later.
- Caught on shaft and whirled around; found on floor with nearly every bone fractured, ribs puncturing lungs and both feet mangled; lived only few minutes.
- While placing belt on pulley clothing caught on set screw and he was whirled around rapidly revolving shaft, receiving terrible injuries which caused death three hours later at hospital.
- While deceased was riding on foot board of pulp wagon, wagon began to sway and he fell between horses and wagon, wagon running over him breaking his neck; killed instantly.
- Deceased was carrying bucket of vitriol on elevator, fumes from same made him ill and he opened the door of elevator and leaned out for fresh air; was caught between car and beam and fell to bottom of shaft, about thirty feet; fractured jaw, shoulder and ribs; died within few hours.
- While working at rolls his arm was caught by rolls and before machinery could be stopped he was drawn in and crushed to death.
- Attempted to board moving elevator; was caught and crushed; then fell to bottom of shaft, fracturing skull; died shortly after reaching hospital.
- "Caught in shaft clutch while adjusting belt on overhead pulley; head hurt and ribs broken; died four hours later."
- Deceased had left car at floor and returned but did not notice that car had been lowered and fell sixty feet to bottom of shaft; body crushed, causing instant death.
- Struck by pile of falling cases; injured internally; death resulted.
- Plant destroyed by fire; "suffocated and burned to death."
- While oiling elevator deceased was caught in machinery and injured internally so as to cause death five days later.
- Fell down stairs; skull fractured at base with fatal result.
- Caught hand in card driving belt which threw him to floor; cut head on card or doffer pulley; skull fractured, nose broken and teeth knocked out; death resulted at hospital five days later.
- Deceased with others was setting up new cutting machine; crowbar being used broke through floor causing machine to fall over against him, fracturing ribs and causing internal injuries; death resulted.
- Caught in driving belt and whirled around shaft; depressed fracture of skull on right side, together with cut over left eyebrow resulted in death one week later.
- Plant partially destroyed by fire; serious burns terminated fatally one week later at hospital.
- Life crushed out by falling of derrick, deceased being caught between engine and derrick.
- Deceased used stick to throw off belt; stick was caught and thrown against him; internal injuries caused peritonitis with fatal result three days later.

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>IX. CLOTHING, MILLINERY AND LAUNDRY.</b>			
Watchmen — dress making plant.....	42	Male.....	Married.....
Engineer — hat factory.....	50	Male.....	Married.....
Helper — hat factory.....	17	Male.....	Single.....
Wringer operator — laundry.....	20	Male.....	Single.....
Extractor operator — carpet cleaning plant.....	42	Male.....	Married.....
<b>X. FOOD, LIQUORS AND TOBACCO.</b>			
<b>1. CEREALS, FRUITS AND GROCERIES.</b>			
Foreman — cereal plant.....	40	Male.....	Married.....
Packer — cereal plant.....	30	Male.....	Single.....
Packer — cereal plant.....	26	Male.....	Single.....
Packer — cereal plant.....	18	Male.....	Single.....
Packer — cereal plant.....	22	Male.....	Married.....
Laborer — cereal plant.....	22	Male.....	Married.....
Miller — cereal plant.....	39	Male.....	Married.....
Not an employee — canning plant.....	a 8	Male.....	Single.....
Mustard mixer — pickling plant.....	37	Male.....	Single.....
Elevator operator — pickling plant.....	42	Male.....	Married.....
Brakeman — salt mine.....	28	Male.....	Single.....
Chunk man — salt mine.....	30	Male.....	Married.....
Laborer — salt mine.....	28	Male.....	Married.....
Fireman — sugar refinery.....	30	Male.....	Married.....
Oiler's helper — sugar refinery.....	40	Male.....	Married.....
<b>3. DAIRY PRODUCTS.</b>			
Elevator operator — dairy.....	31	Male.....	Single.....
<b>4. BAKERY PRODUCTS, CONFECTIONERY, ETC.</b>			
Baker — bakery.....	35	Male.....	Married.....
Baker — bakery.....	55	Male.....	Single.....
Carpenter — candy factory.....	24	Male.....	Married.....
<b>5. BEVERAGES.</b>			
General worker — ice factory.....	ca 28	Male.....	Married.....
Brewer — brewery.....	27	Male.....	Single.....
Brewer — brewery.....	48	Male.....	Married.....
Cellarman — brewery.....	43	Male.....	Married.....
Employee — brewery.....	32	Male.....	Married.....
Laborer — brewery.....	18 +	Male.....	Married.....
Oiler — brewery.....	73	Male.....	Married.....
Painter — brewery.....	ca 30	Male.....	Married.....
Laborer — malt house.....	32	Male.....	Married.....
<b>XI. WATER, LIGHT AND POWER.</b>			
Foreman — gas plant.....	26	Male.....	Single.....
Station operator — gas, electric light and power plant.....	22	Male.....	Single.....
Lineman — gas, electric light and power plant.....	27	Male.....	Married.....

a Son of couple working in cannery.

October 1, 1909, to September 30, 1910 — Continued.

Particulars.

" Fell down elevator shaft (five floors) to basement; instantaneous death."  
 " Steam escaping from broken joint leading from boilers scalded or suffocated deceased;" found dead on top of boiler.  
 " Steam escaping from broken joint leading from boilers scalded or suffocated deceased;" found dead on top of boiler.

Attempted to leave moving elevator; caught between elevator and floor and crushed to death.  
 " While standing on edge of extractor in full operation to tie cord, lost his balance and fell into machine and was hurled against partition around machine; mangled;" killed instantly.

Explosion of grain dust caused destruction of plant by fire; so seriously burned as to cause death seven days later.

Explosion of grain dust caused destruction of plant by fire; so seriously burned as to cause death six days later.

Explosion of grain dust caused destruction of plant by fire; body found in ruins.

Explosion of grain dust caused destruction of plant by fire; body found in ruins.

Explosion of grain dust caused destruction of plant by fire; body found in ruins.

" Suffocated by grain while assisting to empty bin."

Body found on floor of mill; had been caught and whirled around shafting as clothing was found on shaft.

" Crawled from outside of shed under shield protecting a sprocket wheel and was caught on same; head, arms and ribs broken;" died in few hours.

Caught by rapidly revolving belt and whirled around shaft; killed almost instantly; body badly mangled.

Deceased was examining elevator cables when " elevator was started from below and operator fell through hatchway;" exact cause of fall unknown but connected with starting of elevator; skull fractured; died in one hour.

While riding on front end of car it collided with another car; head crushed, arm and leg broken; killed instantly.

Struck by train of cars in mine; head crushed and leg broken; supposed to have been killed instantly.

He attempted to remove from roof rock which had been loosened by blast, rock suddenly fell burying him beneath it; both legs and right arm broken and badly crushed internally; died in fifteen minutes.

" Shaking a pipe through which coal passes;" it loosened and fell upon him; compound fracture of leg; death resulted at hospital in three weeks.

Climbed on platform under bucket elevator and used stick to connect elevator with belt and pulley which is always running; stick was caught by belt and thrown, striking deceased in abdomen; death resulted in hospital " from shock " on following day.

After starting elevator operator noticed door leading to shaft had not been closed; he stopped elevator to close it, elevator suddenly started and caught his head between floor of car and upper frame work of door; crushed and fell to bottom of shaft; died immediately.

Arm caught in door mixer and torn off at shoulder; death resulted few hours later at hospital from hemorrhage and shock.

Moving pot of boiling fat from stove which in some unknown way caught fire; serious burns resulted fatally later at hospital.

Stepped into elevator shaft on first floor to repair elevator; " struck by falling counter weight; back injured; died at hospital four days later."

Attempted to release coal in pocket of coal bin; caught in slide of coal and suffocated before he could be rescued.

Scalded by overflowing of rice cooker; died in hospital on same day.

Suffered from heat prostration; died fifteen minutes after arrival at hospital.

Fell down stairs, fracturing skull; died five days later at hospital.

Clothing caught on revolving shaft and he was whirled around to instant death.

While riding on elevator, cable parted and elevator fell to basement; killed almost instantly.

" Crushed by elevator while oiling same; back broken;" death resulted later.

While painting smoke stack fell to ground; compound fracture of skull caused instant death.

While cleaning around shafting he was caught on same and whirled around to instant death.

Entered gas pit to stop flow of gas and fell to bottom (8 or 10 feet); " apparently case of asphyxiation."

While working near transformer, came in contact with heavily charged wire; clothing ignited; seriously burned; died at hospital seven hours later.

While passing behind switchboard deceased came in contact with electric current which caused almost immediate death.

Table VII.—Particulars of Fatal Accidents for Y

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>XI. WATER, LIGHT AND POWER—<i>Concluded.</i></b>			
Sub-station attendant — electric light plant.....	28	Male.....	Single.....
Dynamo man — electric light plant.....	27	Male.....	Married.....
Electrician — electric light and power plant.....	25	Male.....	Single.....
Helper — electric light and power plant.....	31	Male.....	Married.....
Oiler — electric light and power plant.....	39	Male.....	Single.....
Stoker — electric light and power plant.....	26	Male.....	Single.....
Superintendent — electric light and power plant....	41	Male.....	Married.....
Switchboard operator — electric light and power plant.	27	Male.....	Married.....
Drill runner — electric power plant.....	23	Male.....	Married.....
Drill runner — electric power plant.....	25	Male.....	Single.....
Drill runner helper — electric power plant.....	25	Male.....	Married.....
Electrician — electric power plant.....	25	Male.....	Single.....
Engineer acting as foreman — electric power plant..	63	Male.....	Widower.....
Fireman — electric power plant.....	48	Male.....	Married.....
Fireman — electric power plant.....	38	Male.....	Single.....
Helper — electric power plant.....	25	Male.....	Married.....
Governor attendant — electric power plant.....	48	Male.....	Married.....
Lineman — electric power plant.....	35	Male.....	Married.....
Roofer — electric power plant.....	22	Male.....	Single.....
Wireman — electric power plant.....	33	Male.....	Single.....
Pressman — garbage disposal plant.....	21	Male.....	Single.....
<b>XII. TUNNELS.</b>			
Brakeman.....	21	Male.....	Single.....
Brakeman.....	18	Male.....	Single.....
Carpenter.....	50	Male.....	Single.....
Drill runner.....	36	Male.....	Single.....
Drill runner.....	50	Male.....	Widower.....
Drill runner.....	22	Male.....	Single.....
Drill runner.....	22	Male.....	Single.....
Drill runner.....	40	Male.....	Single.....
Drill runner.....	38	Male.....	Married.....
Drill runner.....	34	Male.....	Married.....
Drill runner.....	34	Male.....	Married.....
Drill runner.....	25	Male.....	Single.....
Drill runner.....	46	Male.....	Married.....
Drill runner.....	22	Male.....	Single.....
Drill runner — helper.....	35	Male.....	Single.....
Drill runner — helper.....	31	Male.....	Married.....
Drill runner — helper.....	29	Male.....	Married.....
Drill runner — helper.....	22	Male.....	Single.....
Drill runner — helper.....	25	Male.....	Single.....
Drill runner — helper.....	22	Male.....	Single.....
Drill runner — helper.....	35	Male.....	Married.....
Foreman.....	42	Male.....	Single.....
Foreman.....	26	Male.....	Married.....

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 153

October 1, 1909, to September 30, 1910 — Continued.

## Particulars.

- Attempted to pull out plug switches without rubber gloves and reached beyond handle and touched metal; received shock which caused death.
- While working between two machines touched brushes and received full charge; probably killed instantly.
- While setting up recording instruments on wall he accidentally touched heavily charged wire, which severely burned him and caused clothing to ignite; severely burned and conscious until after removal at hospital where death resulted same day.
- Accidentally touched fuse block; killed instantly by electric shock.
- "While mopping floor came in contact with fuse terminals on arc circuit, causing instant death."
- Entered elevator pit to make short cut to another part of building; caught by descending elevator; back broken, lung punctured, paralyzed from hips down; died seven months later.
- Body found on floor near gas engine with broken neck and jaw; last seen alive on top of engine, is supposed to have fallen from engine.
- Melting on boiler burst; deceased so badly scalded as to cause death at hospital same day.
- While moving drill, foot slipped, fell into canal and was drowned.
- Fell from drill boat into canal and was drowned.
- Premature explosion of dynamite caused destruction of drill boat and deceased was drowned.
- While putting up bracket and center column to extend wires, he fell from ladder; injuries resulted in death.
- While using hoisting apparatus it tipped over upon him injuring side and head; death followed seventeen hours later.
- Boiler tube blew out forcing fire from furnace; deceased was terribly burned on face, hands and body by steam and hot coals which set fire to his clothing; died seven days later at hospital.
- Boiler tube exploded; "burned and scalded, also bad cut in left eye; died in hospital."
- While working on ladder came in contact with heavily charged wire and was instantly killed.
- While breaking up ice in inlet deceased fell into the water supplying one of the turbines, was carried in and whirled around by machine; life was extinct when rescued.
- While putting cross arms on pole came in contact with heavily charged wires; shock caused him to fall to ground with fatal result.
- While scraping roof of transformer building touched heavily charged wire and died instantly.
- While working near dynamos, is supposed to have touched heavily charged wire; died in ambulance on way to hospital.
- While working over large conveyor, he fell into machinery, receiving compound fracture of left leg and right thigh, lacerated wounds of scalp and both thighs; died ten minutes after arrival at hospital.
- While shifting cars deceased attempted to jump on last car after it had parted from train; fell to ground; probably run over by car; back broken, leg cut off and liver ruptured; died eighteen hours later.
- While coupling cars crushed his thumb and finger so as to necessitate amputation; "condition grew worse until death occurred twenty days later."
- "Apparently lost his balance and fell on his head; can give no other cause;" died almost instantly.
- Delayed explosion of blast occurred just as deceased reached bottom of shaft; killed instantly.
- While drilling rock in side of tunnel it fell upon him, crushing forehead and lacerating scalp; death occurred instantly.
- While placing plug in socket received electric shock which caused almost instant death.
- Killed by "premature explosion of blast supposed to have been caused by lightning."
- Killed by "premature explosion of blast supposed to have been caused by lightning."
- Instantly killed by premature explosion of dynamite.
- Instantly killed by premature explosion of dynamite.
- "Bucket loosened from hook at top of shaft and fell to bottom, knocking man from concrete form; he fell seventy feet to bottom;" killed instantly.
- Killed by premature explosion of dynamite.
- Killed by premature explosion of dynamite.
- Killed by premature explosion of dynamite.
- Crawled along pipe on ledge to avoid water in bottom of tunnel (about two feet), came in contact with feed wire, received electric shock; killed instantly.
- Large rock fell from roof of tunnel, striking deceased on face, chest and legs; killed instantly.
- Had just reached bottom of shaft when delayed explosion occurred; killed instantly.
- Killed instantly by premature explosion of dynamite.
- Killed instantly by premature explosion of dynamite.
- Bucket of water (weighing 1,200-1,500 lbs.) was being hoisted from bottom of shaft, it suddenly dropped and struck deceased on head, causing death within ten minutes.
- Instantly killed by premature explosion of dynamite.
- Descending shaft on bucket filled with water; head frame pulled over allowing bucket to drop and deceased fell with bucket; fracture of skull caused instant death.
- While repairing machinery of stone crusher, sand elevator attached thereto suddenly started and deceased was drawn in and crushed; "internal injuries, probably ruptured spleen, caused death in three minutes."

Table VII.—Particulars of Fatal Accidents for Year

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
<b>XII. TUNNELS—Concluded.</b>			
Foreman.....	40	Male.....	Married.....
Foreman.....	38	Male.....	Single.....
Laborer.....	18 +	Male.....	Married.....
Laborer.....	25	Male.....	Widower.....
Laborer.....	25	Male.....	Single.....
Laborer.....	29	Male.....	Single.....
Laborer.....	23	Male.....	Single.....
Laborer.....	18 +	Male.....	Single.....
Laborer.....	23	Male.....	Married.....
Laborer.....	25	Male.....	Married.....
Laborer.....	18	Male.....	Single.....
Laborer.....	20	Male.....	Single.....
Laborer.....	60	Male.....	Married.....
Laborer.....	21	Male.....	Single.....
Laborer.....	18	Male.....	Single.....
Laborer.....	30	Male.....	Married.....
Mucker.....	52	Male.....	Married.....
Mucker.....	22	Male.....	Single.....
Mucker.....	20	Male.....	Single.....
Mucker.....	22	Male.....	Single.....
Mucker.....	40	Male.....	Married.....
Mule driver.....	25	Male.....	Single.....
Nipper.....	38	Male.....	Married.....
Nipper.....	22	Male.....	Single.....
Not an employee.....	52	Male.....	Married.....
Signal man.....	40	Male.....	Single.....
<b>XIII. TRANSPORTATION AND COMMUNICATION.</b>			
1. ELEVATORS IN TENANT FACTORIES.....	a	Male.....	.....

a Boy not an employee.



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 155

October 1, 1909, to September 30, 1910 — Concluded.

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## Particulars.

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Struck by timbers which were being moved by hoisting apparatus; internal injuries in lower abdominal cavity caused peritonitis; death followed in six days.

Muck car dumped unexpectedly throwing its contents into open cut where deceased was working; left side of head crushed, thigh and arm badly crushed and torn; died instantly.

Fell from trestle to rocks (45 feet) with fatal result.

Bucket weighing 1,200-1,500 lbs. was being raised from bottom of shaft, it suddenly fell striking and crushing deceased against side of shaft; injuries resulted in death within four hours.

Killed by premature explosion of dynamite.

Instantly killed by premature explosion of dynamite.

Instantly killed by premature explosion of dynamite.

Instantly killed by premature explosion of dynamite.

Deceased was loading cars with steam shovel; he was struck by stone which fell from dipper as it passed over him; "fracture of skull with severe lacerations; died almost instantly."

While working in front of crane, it slid over upon him, although engine was reversed, causing instant death.

While removing timbers from trestle work he was struck by falling timber; fractured skull caused death in ten minutes.

While taking rail down shaft in cage, rail slipped from cage, pulling deceased with it; fell to bottom of shaft, breaking neck and fracturing skull; killed instantly.

Car loaded with cement was being pushed a short distance by hand to aid in unloading and deceased was caught between car and house; skull fractured and injured internally; died following day.

Deceased "was riding on first car of dinky train being pushed by engine, the car jumped the track and he fell between the cars; head crushed; died instantly."

While working at concrete mixing machine his clothing caught in sprockets and he was drawn in and crushed; head and shoulder mutilated causing instant death.

Struck by stone which fell from pile; "mutilation and laceration of abdomen caused death about two hours later."

When "stepping from timbers to bucket lost his footing and fell to bottom of shaft (55 feet);" skull crushed; killed instantly.

Bucket loosened from hook and fell, knocking deceased from ledge to bottom of shaft; killed instantly.

Bucket loosened from hook and fell to bottom of shaft, knocking man from concrete wall; killed instantly.

"Supposed to have caught hold of live wire and been thrown into water ditch in tunnel;" dead when found.

Bucket containing several pieces of steel was being hoisted to top of shaft; bucket tipped and contents fell upon injured man; fractured clavicle and rib and puncture of left lung resulted in death six days later.

Ascending shaft with mule, animal backed against gate which gave way; man and mule fell to bottom of shaft; "dead when picked up."

Ascending shaft in cage loaded with twelve foot beams which projected from roof of cage; steel evidently caught on timbers; deceased was thrown from cage to bottom of shaft; "skull fractured, compound fracture of arm and leg; died."

Deceased was bringing up pieces of sleet in bucket; it is supposed that some of these caught on timbers, tipping bucket and throwing him out; neck and jaw broken, also both legs; died instantly.

Passing shanty in which dynamite was being thawed out just as same exploded; struck and instantly killed by flying timber.

While cleaning dogs at top of shaft, deceased was struck by cage and crushed; dead when picked up.

Killed by elevator.

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SUMMARY OF TABLE VII — FATAL ACCIDENTS.

INDUSTRY.	AGES.					MARITAL CONDITION		
	Under 16 years.	16-18 years.	18 years +.	Age not reported.	Total.	Single.	Married.	Not reported.
<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>								
1. Stone .....	a 1		8		9	1	b 7	1
2. Miscellaneous mineral products .....	a 1		5		6	2	4	
3. Cement and lime .....			17		17	5	12	
4. Brick, tile and pottery .....			6		6	1	5	
5. Glass .....			6		6		b 6	
<b>II. METALS, MACHINES AND CONVEYANCES.</b>								
1. Gold, silver and precious stones .....	1				1	1		
2. Copper, lead, zinc, etc. ....			6		6	3	3	
3. Iron and steel products .....			68		68	31	34	3
4. Electrical apparatus .....		1	5		6	3	3	
5. Vehicles .....	1	1	33		35	10	23	2
8. Instruments and appliances ..	1				1	1		
<b>III. WOOD MANUFACTURES.</b>								
			21		21	4	c 15	2
<b>IV. LEATHER AND RUBBER GOODS.</b>								
		1	10		11	3	8	
<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>								
	2		26		28	9	19	
<b>VI. PAPER AND PULP.</b>								
			12		12	6	6	
<b>VII. PRINTING AND PAPER GOODS.</b>								
		d 1	4		5	2	3	
<b>VIII. TEXTILES.</b>								
			8		8	3	5	
<b>IX. CLOTHING, MILLINERY AND LAUNDRY.</b>								
		1	4		5	2	3	
<b>X. FOOD, LIQUORS AND TOBACCO.</b>								
1. Groceries .....	e 1		14		15	6	9	
3. Dairy products .....			1		1	1		
4. Bakery products, confectionery, etc. ....			3		3	1	2	
5. Beverages .....			9		9	1	8	

a Not an employee.      b Includes one widower.

c Includes two widowers.

d A girl.

e Son of couple working in cannery.

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Summary of Table VII — Fatal Accidents — Concluded.

INDUSTRY.	AGES.					MARITAL CONDITION		
	Under 16 years.	16-18 years.	18 years +.	Age not reported.	Total.	Single.	Married.	Not reported.
XI. WATER, LIGHT AND POWER.....			24	.....	24	12	b 12	.....
XII. BUILDING INDUSTRY.								
4. Tunnels.....			49	.....	49	24	c 20	.....
XIII. TRANSPORTATION AND COMMUNICATION.....	a 1	.....	.....	.....	1	1	.....	.....
Total.....	9	5	339	.....	353	133	207	.....

a Not an employee.

b Includes one widower.

c Includes two widowers.

TABLE VIII.—NATURE OF INJURIES IN ACCIDENTS IN FACTORIES, QUARRIES AND

INDUSTRY. [n. e. s.=not elsewhere specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>						
1. Stone:						
a. Crushed stone.....	110	47	2	8	15	1
b. Cut stone.....	60	12	2	7	14	5
c. Hones, slates, mosaics, etc.....	5	2	1		1	
Total.....	175	61	5	15	30	6
2. Miscellaneous Mineral Products:						
a. Asbestos.....	61	9	4	5	8	1
b. Abrasives.....	32	6	1	6	3	4
Total.....	93	15	5	11	11	5
3. Lime, Cement and Plaster:						
a. Asphalt.....	75	18	13	3	11	2
b. Cement and lime.....	172	16	8	9	35	4
c. Plaster (wall and land).....	116	28	3	15	21	5
d. Sifted sand and mortar.....	1					
e. Artificial stone.....	3		1			
Total.....	367	62	25	27	67	11
4. Brick, Tile and Pottery:						
a. Building brick.....	42	5	1	2	4	1
c. Pottery products.....	5	1			1	
Total.....	47	6	1	2	5	1
5. Glass:						
a. Building glass.....	13			6		
b. Beveled glass and mirrors.....	15	2	1	7	2	
c. Pressed, blown and cut glass.....	26	1	4	10	2	
d. Bottles and jars.....	7	1				
Total.....	61	4	5	23	4	
Total — Group I.....	743	148	41	78	117	23
<b>II. METALS, MACHINERY AND CONVEYANCES.</b>						
1. Gold, Silver and Precious Stones:						
a. Silver and plated ware.....	60	13	3	9	6	3
b. Gold and silver refining.....	1			1		
c. Gold and silver watch cases.....	3			1		
d. Jewelry, gold pens, etc.....	3	1	1			
Total.....	67	14	4	11	6	3
2. Copper, Lead, Zinc, Etc.:						
a. Smelting and refining.....	139	16	34	12	18	9
b. Copper work.....	16	6	1	3		
c. Brass and bronze castings.....	94	15	14	13	8	3
d. Gas and electric fixtures.....	17	3	1	6	1	1
e. Brass and bronze ware, n. e. s.....	231	27	8	52	44	7
f. Sheet metal work.....	692	86	14	200	48	14
g. Metal goods, n. e. s.....	127	22	10	26	22	4
Total.....	1,316	175	82	312	141	38
3. Iron and Steel Products:						
a. Ore crushing, etc.....	396	33	9	26	210	16
b. Pig iron.....	258	49	43	35	51	16
c. Rolling mills and steel works.....	1,915	432	276	80	484	100
d. Bridges and structural iron.....	159	27	1	18	45	9
e. Hardware, n. e. s.....	217	49	8	30	27	6
h. Cutlery.....	59	10	1	28	3	2
i. Tools and dies.....	55	20	3	9	3	

## TUNNEL CONSTRUCTION, BY INDUSTRIES, FOR YEAR ENDED SEPTEMBER 30, 1910.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
3	14	2	92	4	3		1	4			8	6
2	3	3	48	3				5		1	6	3
	1		5									
5	18	5	145	7	3		1	9		1	14	9
3	9	1	40	4				12				
2	3		25	1	1			3		1	13	4
											4	2
5	12	1	65	5	1			15		1	17	6
12	8	4	59	10	2		1	1		1	5	1
3	37	6	127	16	3			6	2	4	15	14
	16	5	96	11			1	1	2	3	7	2
2			3	1								
17	61	15	285	38	5		2	8	4	8	27	17
3	8	3	27	1				2	1	5	8	6
	1		3	2								
3	9	3	30	3				2	1	5	8	6
1		1	8	1								4
			12	2								1
		1	18	2	1			3		2	6	
	1		2	3				1			1	1
1	1	2	40	8	1			4		2	7	6
31	101	26	565	61	10		3	38	5	17	73	44
	4	2	40	9				10			10	1
			1									
			1					2			2	
			2	1								
	4	2	44	10				12			12	1
5	13	10	117	14				4		2	6	2
			10	3				3			3	
2	9	5	69	13				11		1	12	
1			13			1		3			4	
4	10	17	169	40				22			22	
8	14	40	424	117	1		1	146		1	149	2
2	2	2	90	16		2		15		2	19	2
22	48	74	892	203	1	3	1	204		6	215	6
12	15	10	331	39			2	5	1	4	12	14
6	10	13	223	23	1	1		4		1	7	5
48	170	73	1,663	130	5		6	69	3	14	98	24
10	14	5	129	11				11	1	3	15	4
6	14	15	155	36				21	1	3	26	
1	2	3	50	6				3			3	
	3	4	42	6				6		1	7	

Table VIII.—Nature of Injuries in Accidents in Factories, Quarries and

INDUSTRY. [n. e. s.=not elsewhere specified.]	Grand total.	Type			
		Lacerations.	Burns.	Cuts.	Bruises
<b>II. METALS, MACHINERY AND CONVEYANCES—</b>					
<i>Concluded.</i>					
<b>3. Iron and Steel Products—Concluded.</b>					
k. Fire arms.....	14	3	.....	1	4
m. Metal beds and bed springs.....	155	28	10	55	12
n. Wire work, n. e. s.....	155	31	15	42	23
p. Car wheels and railway equipment.....	340	65	19	60	64
q. Architectural and ornamental iron work.....	174	25	7	56	29
r. Cooking and heating apparatus.....	524	139	79	47	83
s. Typewriting and registering machines.....	91	26	2	13	8
t. Stationary engines, boilers, etc.....	403	64	43	62	69
u. Machinery not elsewhere classified.....	932	177	37	156	186
v. Castings (iron foundry products).....	695	177	123	41	69
Total.....	6,542	1,355	676	759	1,370
<b>4. Electrical Apparatus:</b>					
a. Telegraph, telephone, fire alarm apparatus.....	139	28	8	36	20
c. Dynamos, motors and electrical supplies.....	921	294	94	51	134
Total.....	1,060	322	102	87	154
<b>5. Vehicles:</b>					
a. Carriages, wagons and sleighs.....	32	4	.....	10	3
b. Blacksmithing and wheelwrighting.....	9	2	.....	1	1
c. Cycles.....	19	3	2	4	1
d. Motor vehicles.....	275	56	16	50	37
e. Cars.....	28	1	.....	9	2
f. Locomotives.....	1,735	273	99	129	472
g. Railway repair shops.....	3,543	486	186	561	1,071
Total.....	5,641	825	303	764	1,587
<b>6. Boat and Ship Building.....</b>					
	135	22	5	14	20
<b>7. Agricultural Implements.....</b>					
	623	179	104	40	147
<b>8. Instruments and Appliances:</b>					
a. Professional and scientific instruments.....	48	8	4	17	5
b. Optical and photographic apparatus.....	112	29	4	16	16
c. Lamps, reflectors, stereopticons, etc.....	241	36	9	46	13
d. Clocks and time recorders.....	7	2	.....	.....	.....
e. Scales, meters, phonographs, etc.....	44	8	2	13	2
Total.....	452	83	19	92	36
Total — Group II.....	15,836	2,975	1,295	2,079	3,461
<b>III. WOOD MANUFACTURES.</b>					
<b>1. Saw Mill Products.....</b>					
	98	21	2	10	12
<b>2. Planing Mill Products:</b>					
a. House trim.....	352	75	1	80	43
b. Packing boxes, crates, etc.....	164	38	2	33	22
c. Cigar and fancy wood boxes.....	5	1	.....	.....	.....
Total.....	521	114	3	113	65
<b>3. Cooperage.....</b>					
	39	9	2	6	9
<b>4. Wood, Turned and Carved:</b>					
a. Canes, umbrella sticks, etc.....	1	.....	.....	1	.....
c. Wooden toys and novelties.....	29	4	.....	11	1
e. Other articles and appliances of wood.....	157	26	6	28	17
Total.....	187	30	6	40	18

a Includes

Construction, by Industries, for Year Ended September 30, 1910 — Continued.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
			9	1				3	1		4	
1	5	6	120	17		1		16			17	1
4	8	6	132	12				9		2	11	
5	12	28	270	45			2	18		5	25	
4	5	21	147	19				7			7	1
6	24	56	447	51	1	1	1	14		9	26	
1		2	55	19			1	16			17	
11	23	38	329	51			1	19		1	21	2
23	67	69	746	93	1	1	4	72		9	87	6
13	51	47	536	102			2	31	2	11	46	11
151	423	396	5,384	661	8	5	20	324	9	63	429	68
2	4	17	119	14				5			5	1
28	90	28	747	86	1		5	67	3	7	83	5
30	94	45	866	100	1		5	72	3	7	88	6
1	1	2	21	3				5		1	6	2
	1		5	1				1		1	2	
		2	13	2				3			3	1
6	15	15	205	36	2			27	4	1	34	
3	1	4	21	4				3			3	
30	101	253	1,460	188	1	1	3	52	8	17	82	5
53	172	367	3,177	226	6	4	5	73	14	12	114	26
102	291	643	4,902	460	9	5	8	164	26	32	244	35
21	15	5	108	18			1	8			9	
10	19	34	557	31	1		2	29	1	2	35	
	3		37	10					1		1	
5	2	5	77	21				13		1	14	
1	7	31	150	30				59		1	60	1
1		1	5					2			2	
1	1		27	6				11			11	
10	13	37	296	67				85	1	2	88	1
346	907	1,236	13,049	1,550	20	13	37	898	40	112	1,120	117
6	7	7	68	15	3		1	8		3	15	
11	15	11	245	39		2	1	58		2	63	5
6	5	8	120	20				22		1	23	1
1			2	1				1			1	
18	20	19	367	60		2	1	81		3	87	7
	1		27				1	9		1	11	1
		3	1					10			10	
3	3	6	19			1		30		3	34	4
			95	24								
3	3	9	115	24		1		40		3	44	4

not employees.

Table VIII.—Nature of Injuries in Accidents in Factories, Quarries and Tunnel

INDUSTRY. [n. e. s.=not elsewhere specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
III. WOOD MANUFACTURES—Concluded.						
5. Furniture and Cabinet Work:						
a. Furniture and upholstery.....	362	81	5	85	27	8
b. Caskets.....	20	3		5	1	
c. Store, office and kitchen fixtures.....	140	45	4	18	7	6
d. Mirrors and picture frames.....	8	1		1		1
e. Other cabinet work.....	42	9		10	2	
Total.....	572	139	9	119	37	15
6. Pianos, Organs, Etc.....	112	27	3	20	10	3
7. Brooms, Cork, Etc.:						
a. Pulp and fiber goods.....	5	2				1
b. Mats and woven goods.....	1					
c. Brooms.....	4			1		
d. Articles of cork.....	8			4		
e. Pipes (tobacco).....	4	2		1		
f. Fire proofing lumber.....	11	3			2	
Total.....	33	6		6	2	1
Total — Group III.....	1,562	346	25	314	153	43
IV. LEATHER AND RUBBER GOODS.						
1. Leather.....	67	9	4	10	10	4
2. Furs and Fur Goods.....	37	6	5	4	7	3
3. Leather and Canvas Goods:						
a. Belting, washers, etc.....	4			1	2	
b. Saddlery and harness.....	7	2	2	1		
c. Traveling bags and trunks.....	10	2		4		
d. Boots and shoes.....	175	33	9	34	24	6
e. Gloves and mittens.....	2					
f. Fancy leather goods.....	5	1				
g. Canvas and sporting goods.....	2	1		1		
Total.....	205	39	11	41	26	6
4. Rubber and Gutta Percha Goods.....	83	9	2	20	10	1
5. Articles of Pearl, Horn, Bone, Hair, Etc.:						
a. Pearl buttons, handles, etc.....	13	2		9		1
b. Articles of horn, bone, tortoise shell, etc.....	39	4	1	10	6	
c. Brushes.....	7		2	3		
d. Mattresses, pillows and other articles of hair, feathers, etc.....	2				1	1
Total.....	61	6	3	22	7	2
Total — Group IV.....	453	69	25	97	60	16
V. CHEMICALS, OILS, PAINTS, ETC.						
1. Drugs and Chemicals:						
a. Sodas and other alkalies.....	496	58	58	58	139	27
b. Other chemicals and drugs.....	320	33	48	43	86	28
Total.....	816	91	106	101	225	55
2. Paints, Dyes and Colors:						
a. Paint, varnish, etc.....	47	9	7	2	12	7
b. Dyes, colors and inks.....	43	13	6	8	2	3
c. Lead pencils and crayons.....	15	6	2		7	
Total.....	105	28	15	10	21	10



Construction, by Industries, for Year Ended September 30, 1910 — Continued.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
8	12	19	245	46				63	2	3	68	3
1	8	12	9	3				8			8	
			101	9				27		1	28	2
			3	2				3			3	
1	1	1	24	6	1			7	1		9	3
10	21	32	262	66	1			108	3	4	116	8
5	3	4	75	16				19		1	20	1
	1		4	1								
1		1	1	2				2			2	
1			5	1				2			2	
	1		4									
1		5	10					1			1	
3	2	6	26	2				5			5	
45	57	77	1,060	183	4	3	3	270	3	15	298	21
2	5		44	5	2			7	1	5	15	3
	3	2	30	3		1		2			3	1
			3	1						1	1	
			5	1								
1		1	8					2			2	
2	11	11	130	28				16			16	1
1			1	1								
	1		2	1				1		1	2	
			2									
4	12	12	151	32				19		2	21	1
6	9	6	63	5	1	2		9	1	1	14	1
1	1		12					1			1	
			23	5				6			6	5
			5	1				1			1	
			2									
1	1		42	6				8			8	5
13	30	20	330	51	3	3		45	2	8	61	11
9	27	76	452	27				9		3	12	5
7	16	16	277	28				12	1	1	14	1
16	43	92	729	55				21	1	4	26	6
3	3		43					3			3	1
1	5	4	42					1			1	
			15									
4	8	4	100					4			4	1

Table VIII.—Nature of Injuries in Accidents in Factories, Quarries and Tunnels

INDUSTRY. [n. e. s.—not elsewhere Specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
<b>V. CHEMICALS, OILS, PAINTS, ETC.—Concluded.</b>						
3. Wood Alcohol and Essential Oils.....	23	7	3	6	1	1
4. Animal Oil Products.....	4	1	1			
5. Mineral Oil Products.....	44	5	5	7	15	3
6. Soap, Perfumery and Cosmetics.....	58	6	14	3	18	2
7. Miscellaneous Chemical Products:						
b. Starch.....	21	6		1	2	
c. Glue, mucilage, etc.....	17	8	1	2	1	1
d. Fertilizers.....	3					
e. Matches and explosives.....	11	2				
f. Celluloid and other plastics.....	28	1	2	9	1	2
Total.....	80	17	3	12	4	3
Total — Group V.....	1,130	155	147	139	284	74
<b>VI. PAPER AND PULP.</b>						
2. Pulp and paper.....	1,171	267	63	130	218	60
<b>VII. PRINTING AND PAPER GOODS.</b>						
1. Type and Printers' Materials.....	2			1		
2. Paper Goods:						
a. Paper boxes and tubes.....	201	54	4	20	36	
b. Paper bags and sacks.....	18	7		3	2	
c. Other paper goods.....	74	15	1	16	7	1
Total.....	293	76	5	39	45	1
3. Printing and Book Making:						
a. Printing and publishing.....	285	78	11	40	59	11
b. Bookbinding and blank book making.....	56	12	1	10	11	2
c. Lithographing and engraving.....	67	28	1	2	6	1
d. Games and novelties.....	7	4		2		1
Total.....	415	122	13	54	76	15
4. Wall Paper.....	11	1		1		
Total — Group VII.....	721	199	18	95	121	16
<b>VIII. TEXTILES.</b>						
1. Silk and Silk Goods.....	54	18	4	6	4	1
2. Wool Manufactures:						
a. Carpets and rugs.....	175	58	5	14	33	9
b. Felt goods.....	20	4	2	2	4	
c. Woolens and worsteds.....	114	32	3	26	17	2
Total.....	309	94	10	42	54	11
3. Cotton Goods.....	348	97	8	87	39	22
4. Hosiery and Knit Goods.....	342	89	15	60	43	8
5. Other Textiles of Silk, Wool or Cotton:						
a. Dyeing, finishing, etc.....	88	18	4	9	27	3
b. Upholstery goods.....	5	1	1			
c. Braids, embroideries and dress trimmings.....	3	1		1		
Total.....	96	20	5	10	27	3

## Construction, by Industries, for Year Ended September 30, 1910 — Continued.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	In-ternal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
	1		19	2				2			2	
		1	3					1			1	
	4	1	40	3	1						1	
1		3	47	6				3			3	2
3	5		17						2	2	4	
	2		15	1								1
	1	1	2									1
			2	3								6
			15	1				1			1	11
3	8	1	51	5				1	2	2	5	10
24	64	102	989	71	1			32	3	6	42	28
52	104	25	919	153	2	2		72	4	7	87	12
			1					1			1	
8	9	1	132	37	1			31			32	
1			13	4				1			1	
4	3	1	48	16				9			9	1
13	12	2	193	57	1			41			42	1
11	21	7	238	22		3		14		6	23	2
2			38	11				5		2	7	
3	3	1	45	8		1		11	1	1	14	
			7									
16	24	8	328	41		4		30	1	9	44	2
1	1	1	5	2				2			2	2
30	37	11	527	100	1	4		74	1	9	89	5
3	3	1	40	6				7		1	8	
9	10	6	144	15			1	14			15	1
1	1		14	5				1			1	
1	10	2	93	7	1			9	1	3	14	
11	21	8	251	27	1		1	24	1	3	30	1
9	25	13	300	26				19		2	21	1
9	20	27	271	31	3	1		31		2	37	3
3	11		75	6	1			2		2	5	2
1			3	2								
			2					1			1	
4	11		80	8	1			3		2	6	2

Table VIII.—Nature of Injuries in Accidents in Factories, Quarries and ~~Tenues~~

INDUSTRY.  [n. e. s.=not elsewhere specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
VIII. TEXTILES—Concluded.						
6. Flax, Hemp and Jute Manufactures.....	67	27	2	4	6	3
7. Oilcloth, Window Shades, Etc.....	48	11	8	9	7	2
Total — Group VIII.....	1,264	356	52	218	180	50
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.						
1. Men's Garments and Furnishings:						
a. Tailoring.....	33	3		6	6	5
b. Shirts, collars and cuffs.....	105	12	13	20	17	6
c. Men's neckwear.....	2	2				
d. Suspenders and other furnishing goods for men.....	1			1		
Total.....	141	17	13	27	23	11
2. Women's Garments and furnishings:						
a. Dressmaking.....	35	1	2	3	2	
b. Women's white goods.....	7	1	1	1		
c. Infants' wear.....	1					
d. Ladies neckwear.....	2					1
e. Corsets, garters, etc.....	3	1				
Total.....	48	3	3	4	2	1
3. Men's Hats and Caps.....	47	10	3	4	8	2
4. Women's Headwear:						
b. Millinery.....	2			1		1
5. Miscellaneous Needle Work:						
a. Curtains, embroideries, etc.....	2		1	1		
b. Quilts, comfortables, etc.....	3					
c. Umbrellas and parasols.....	1			1		
Total.....	6		1	2		
6. Laundering, Custom Dying, Etc.:						
(a-1.) Laundering (non-Chinese).....	41	4	7	1	6	
b. Cleaning and dyeing.....	3				1	
Total.....	44	4	7	1	7	
Total — Group IX.....	268	34	27	39	40	15
X. FOOD, LIQUORS AND TOBACCO.						
1. Groceries:						
a. Flour and other cereal products.....	154	17	6	26	44	12
b. Sugar and molasses refining.....	128	17	17	23	21	8
c. Fruits and vegetables, canning and preserving.....	73	9	12	14	7	3
d. Coffee and spice roasting and grinding.....	10	4				
e. Groceries, n. e. s.....	57	4	8	6	17	3
Total.....	422	51	43	69	89	26
2. Provisions.....	67	4	4	25	8	4
3. Dairy Products.....	30	2	5	6	3	2
4. Bakery Products:						
a. Macaroni and other food pastes.....	8	3				1
b. Crackers and biscuits.....	20	5		2	1	
c. Bread and other bakery products.....	31	8	3	1	4	3
d. Confectionery and ice cream.....	44	2	5	6	3	3
Total.....	103	18	8	9	8	7

a One not

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Construction, by Industries, for Year Ended September 30, 1910 — Continued.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
5	4	1	52	6	1			7			8	1
4	3	1	45	1				1		1	2	
45	87	51	1,039	105	6	1	1	92	1	11	112	8
3	3	1	27	1				2	1	2	5	
7	6	7	88	8				9			9	
			2									
			1									
10	9	8	118	9				11	1	2	14	
	1	23	32	1				1			1	1
1		1	5					2			2	
		1	1									
		1	1					1			1	
		1	1					1			1	
1	1	25	40	2				5			5	1
1	3	3	34	10						1	1	2
			2									
			2									
2			2	1								
			1									
2			5	1								
5	3	1	27	7	1			5			6	1
			1							1	1	
5	3	1	28	7	1			5		1	7	2
19	16	37	227	29	1			21	1	4	27	5
5	11	14	135	7		1			1	3	5	7
2	7	15	110	7					1	3	8	3
6	7	2	60	4				4		1	5	4
	1	1	6	2				1		1	2	
2	3	2	45	10				1			1	1
15	29	34	356	30		1		10	2	8	21	15
	6	1	52	8	1		1	4		1	7	
	4		22	4				3			3	1
1			5	1				2			2	
2	1		11	1				8			8	
	1	1	21	2		1		6			6	2
4	4	2	29	7	1			6			7	1
7	6	3	66	11	1	1		21			23	3

an employee.

Table VIII.—Nature of Injuries in Accidents in Factories, Quarries and Tunnel

INDUSTRY. [n. e. s.=not elsewhere specified.]	Grand total.	TEMPORARY				
		Lacerations.	Burns.	Cuts.	Bruises.	Sprains.
<b>X. FOOD, LIQUORS AND TOBACCO—Concluded.</b>						
5. Beverages:						
a. Artificial ice.....	6		1			
b. Cider, grape juice, etc.....	4	2			1	
c. Mineral and soda waters.....	17	1		14		
d. Malt.....	13			1		4
e. Malt liquors.....	50	4	10	7	12	4
f. Vinous and distilled liquors.....	9	1		2	2	1
g. Miscellaneous bottling.....	7		1	3	1	1
Total.....	115	8	12	27	16	10
6. Tobacco Products:						
a. Tobacco and snuff.....	4	1	1		1	1
b. Cigars.....	2			1		1
c. Cigarettes.....	20	8		2	1	1
Total.....	26	9	1	3	2	3
Total — Group X.....	763	92	73	139	126	52
<b>XI. WATER, LIGHT AND POWER.</b>						
1. Water.....	3		1			
2. Gas.....	273	43	44	55	45	14
4. Electric Light and Power.....	345	52	49	46	63	25
5. Steam Heat and Power.....	3			1		
6. Garbage Disposal, Etc.....	3			1		
Total — Group XI.....	627	95	94	103	108	39
<b>XII. BUILDING INDUSTRY.</b>						
1. Carpenters' Shops.....	11	1		1	1	
4. Tunnel Construction.....	806	163	9	125	143	40
Total — Group XII.....	817	164	9	126	144	40
<b>XIII. TRANSPORTATION AND COMMUNICATION.</b>						
1. Elevators in Tenant Factories.....	7		1	1	2	1
2. Refrigerators and Warehouse Plants.....	8		1		1	
Total — Group XIII.....	15		2	1	3	1
Grand Total.....	25,390	4,900	1,871	3,558	5,015	1,179

Construction, by Industries, for Year Ended September 30, 1910 — Concluded.

INJURIES.				Serious injuries, probably permanent.	PERMANENT INJURIES.							Death.
Fractures.	Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH —			Fingers.	Internal.	All other.	Total.	
					Limbs.	Hands or feet.	Eyes.					
2	1		4						1		1	1
1		1	4								1	
1	4		17								4	1
4	3	1	10	1	1			4			1	7
1	1		45	3				1			1	
			8				1				1	
			6								1	
9	9	3	94	4	1		1	5	1		8	9
			4									
			2									
			12	5				2	1		3	
			18	5				2	1		3	
31	54	41	608	62	3	2	2	45	4	9	65	28
			1	1				1			1	
10	26	15	252	14				3		3	6	1
13	30	13	291	21				6	1	4	11	22
	1		2	1								
	1		2									1
23	58	28	548	37				10	1	7	18	24
1	1		5	1				5			5	
47	99	16	642	72	2		4	14	7	16	43	49
48	100	16	647	73	2		4	19	7	16	48	49
1			6									1
2	2		6	1						1	1	
3	2		12	1						1	1	1
710	1,017	1,670	20,520	2,476	53	28	50	1,616	72	222	2,041	353

TABLE IX.—ACCIDENTS IN PORTABLE SAW MILLS.

[NOTE.—The following accidents, which occurred in portable saw mills not visited by Factory Inspectors, were not reported to the Department. Particulars were obtained from the newspapers.]

COUNTY.	Cause or manner of accident.	Nature and extent of injury.
Allegany.....	Hand caught on saw.....	Hand so badly injured as to necessitate amputation of two fingers.
Allegany.....	Attempted to replace belt; hand struck saw and in endeavor to save self fell upon same.	Lacerated flesh on left side just above heart; hand badly injured, thumb cut off, will probably lose use of fingers as all tendons were severed.
Broome.....	Struck by board thrown from saw.....	Badly bruised, several ribs broken and lungs punctured; internal injuries necessitated an operation with chances for recovery not in his favor.
Broome.....	Caught between wheel and belt while throwing belt from pulley.	Compound fracture of right arm, also severe bruises.
Cayuga.....	Slipped and fell upon saw.....	Cut muscles of right arm and top of shoulder bone completely off.
Delaware.....	Caught hand on saw.....	Fingers of left hand cut off.
Delaware.....	Hook on chain used to draw logs slipped off and struck him under eye.	Bad lacerated wound under eye.
Delaware.....	Struck in face by board thrown from saw.	Deep cut on face and also suffered severe shock.
Delaware.....	Hand caught on saw.....	Thumb so severely injured as to necessitate amputation.
Delaware.....	Hand caught on saw.....	Hand badly lacerated, one finger amputated; will try to save hand.
Dutchess.....	Hand caught on saw.....	Third and fourth fingers cut off and hand badly lacerated.
Essex.....	Hand caught on saw.....	One finger severed, thumb and three others badly lacerated.
Fulton.....	Caught foot in crevice and fell while piling lumber.	Fractured left leg and sprained ankle.
Genesee.....	Slipped and fell against saw.....	First finger, left hand, nearly taken off and thumb lacerated.
Genesee.....	Struck hand against saw.....	Hand so badly injured as to necessitate amputation of two fingers.
Genesee.....	Struck hand against saw.....	Part of one finger amputated.
Jefferson.....	Struck hand against saw.....	Hand badly injured; amputation of some fingers necessary.
Jefferson.....	Caught in belt while trying to place it on pulley.	Killed instantly.
Kings.....	Struck hand against saw.....	One finger cut off by saw; another amputated later at hospital.
Kings.....	Struck by falling pile of lumber.....	Back injured; bruises.
Livingston.....	Struck arm against saw.....	Arm cut to bone; serious cut.
Montgomery.....	Struck on forehead by board thrown from saw.	Skull fractured, two square inches of bone removed; condition very serious.
Oneida.....	Struck on leg by board thrown from saw.	Both bones in left leg fractured.
Oneida.....	Struck hand against saw.....	Hand so badly mangled as to necessitate amputation of thumb and three fingers.
Ontario.....	Caught foot and fell against saw.....	Arm badly cut and leg and side severely bruised; physicians hope to save the arm.
Otsego.....	Struck by wood which fell from pile and thrown against saw.	Right hand completely severed at wrist and arm injured; arm amputated just below elbow at hospital.
Otsego.....	Glove caught on saw and hand was drawn against same.	Hand so badly mangled as to necessitate amputation at wrist.
Otsego.....	Attempted to start gasoline engine which did not work properly, used match to detect fault; explosion resulted.	Thrown down by explosion; eye thought to have been permanently injured.
Otsego.....	Arm caught in belt while replacing same on pulley.	Shoulder dislocated and face and head severely bruised.
Otsego.....	Struck gloved hand against belt, hand and arm caught and drawn around shaft.	Arm broken in many places, muscles and tissues so badly torn as to necessitate amputation near shoulder; face also bruised and cut.
Rensselaer.....	Struck hand against saw.....	Three fingers amputated.
Rensselaer.....	Struck hand against saw.....	Index finger cut off and hand otherwise badly injured.
Rensselaer.....	Fell on saw.....	Bad cut on head from nose to hair; frontal bone fractured and crushed; condition serious.



Table IX.—Accidents in Portable Saw Mills — Concluded.

COUNTY.	Cause or manner of accident.	Nature and extent of injury.
Rensselaer.....	Hand came in contact with saw.....	Thumb and first finger severed, next finger badly cut.
St. Lawrence.....	Tripped and fell, throwing hands against saw.	Left hand completely severed at wrist and right hand badly mangled.
St. Lawrence.....	Struck by tooth thrown from saw.....	Forehead penetrated just above eye.
Schoharie.....	Struck hand against saw.....	Cut off ends of two fingers.
Schoharie.....	Struck hand against saw.....	Three fingers amputated later by surgeon.
Seneca.....	Arm caught in belt of saw.....	Arm and jaw fractured; also badly bruised.
Suffolk.....	Struck by board thrown from saw.....	Arm broken and face cut so as to necessitate several stitches.
Suffolk.....	Caught glove in driving wheel of engine and hand drawn in.	Hand badly crushed; two fingers and part of hand amputated.
Sullivan.....	Hand caught in saw.....	Hand injured.
Ulster.....	Hand came in contact with saw.....	One finger amputated; physician hopes to save thumb and other fingers.
Warren.....	In attempting to get out of the way of a load of lumber, stumbled and fell on saw.	Hand so badly mangled as to necessitate amputation.
Warren.....	Injured was using wood hook to dislodge piece of wood which had become wedged in log gate, hook flew up, striking him in face.	Face badly bruised and cut, bones probably fractured; eye discolored and swollen.
Washington.....	Fell against saw.....	Deep cut in side, exposing lungs, and ribs cut; also face and arms horribly slashed; recovery probable.
Wyoming.....	While placing lumber on saw carriage fell backward on saw.	Serious cut, extending from lower part up and through shoulder blade; arm also cut from shoulder to elbow; recovery probable.
Wyoming.....	Circular saw suddenly burst while being used to saw lumber and injured was struck by flying pieces.	Arm nearly severed; deep gash cut in abdomen; condition very serious; chances for recovery very slight.
Yates.....	Struck hand against saw.....	One finger completely severed; rest of hand severely injured.

TABLE X.—CHILDREN'S EMPLOYMENT CERTIFICATES ISSUED BY LOCAL

LOCALITY.	Issued before Oct. 1, 1909, but re- ported in 1910.	ISSUED		
		Oct.	Nov.	Dec.
ALBANY COUNTY.				
Albany city.....		21	14	14
Cohoes city.....		15	13	14
Colonie town.....			1	1
Green Island village.....			3	4
Watervliet city.....		9	9	10
ALLEGANY COUNTY.				
Andover village.....				
Centerville town.....				
Wellsville village.....				
BROOME COUNTY.				
Binghamton city.....		21	7	1
Endicott village.....				1
Lestershire village.....			2	
CATTARAUGUS COUNTY.				
Franklinville village.....			1	
Olean city.....		7	9	1
Portville town.....				
Salamanca village.....				
CAYUGA COUNTY.				
Auburn city.....		8	15	10
Scipio town.....				
CHAUTAUQUA COUNTY.				
Carroll town.....				
Cherry Creek village.....		1		
Dunkirk city.....		12	16	8
Falconer village.....		1		3
Jamestown city.....		8	8	7
CHEMUNG COUNTY.				
Big Flats town.....				
Elmira city.....		6	2	1
CHENANGO COUNTY.				
New Berlin village.....				
Sherburne village.....				
CLINTON COUNTY.				
Ausable town.....		1		
Peru town.....			1	
Plattsburgh city.....		2	4	1
COLUMBIA COUNTY.				
Claverack town.....				
Hudson city.....		6	1	1
Philmont village.....		3		
Stockport town.....		2	4	
Valatie village.....	7	1		
CORTLAND COUNTY.				
Cortland city.....		1		1
Cortlandville town.....				
Homer village.....		3		1
McGrawville village.....				
DELAWARE COUNTY.				
Sidney village.....		2	2	
DUTCHESS COUNTY.				
Fishkill town.....				
Fishkill Landing village.....		2	5	2
Matteawan village.....		1	1	
Poughkeepsie city.....		9	11	28
Red Hook village.....		4	2	
Tivoli village.....		1		

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 173

## BOARDS OF HEALTH IN THE TWELVE MONTHS ENDED SEPTEMBER 30, 1910.

BETWEEN OCTOBER 1, 1909 AND SEPTEMBER 30, 1910.

Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
18	12	13	19	14	56	29	17	31	258
1	15								58
1	1	3	1	2	13	2	4		29
5	3								15
6	2	5	11	8	20	8	3	11	102
					2	1		1	4
		1		1					2
	2				1			2	5
8	21	14	9	13	12	15	5	27	153
		1			4			1	7
1		1		1	2		1	5	13
						2			4
1	5	4	15	5	1		2	29	81
		1	2	2	3			1	9
			1						1
8	9	10	6	9	17	15	25	14	146
			1						1
						5	1		6
11	7	1	9	10	11	11	9	33	138
1	1		1	1	4	1	5	1	19
22	17	7	28	15	22	7	17	27	185
3	6	1	6	6	17	7	5	12	72
	1	1	1	2	2	1		2	9
1		2	2					1	3
1		1		4	2				15
1	3	3	7	5	16			1	3
				2	1			6	49
		2	7	1	4	1		4	6
1	2	1							25
									5
5		2		3	2		8	6	28
		1		2				1	4
1	1	1			1			1	9
	1	1					1	3	6
1	1	4		2	1	2		2	17
			1						1
		3	2	3	2	5	1	4	29
3	1		1	3	2				14
17	9	11	6	4	8	9	2		112
		1	3	1	1		1	2	15
									1

Table X.—Children's Employment Certificates Issued by Local Board

LOCALITY.	Issued before Oct. 1, 1909, but re- ported in 1910.	ISSUED		
		Oct.	Nov.	Dec.
ERIE COUNTY.				
Akron village.....		1		1
Alden town.....		1	1	1
Amherst town.....			1	
Blasdell village.....		1		
Buffalo city.....		89	77	61
Cheektowaga town.....		3	3	2
Depew village.....		1	1	1
East Aurora village.....			1	
East Hamburg town.....			3	
Lackawanna city.....		1	2	
Lancaster village.....		3	3	1
Newstead town.....		1		
Tonawanda city.....		10	7	6
Tonawanda town.....				
Williamsville village.....				
Essex County.				
Chesterfield town.....				
Keeseville village.....		1		2
Ticonderoga village.....				
Franklin County.				
Santa Clara town.....				
Waverly town.....		2	2	
Fulton County.				
Gloversville city.....		12	13	9
Johnstown city.....		8	5	4
Mayfield town.....		1		
Mayfield village.....		1		1
Genesee County.				
Batavia town.....				
Batavia village.....		3	1	3
Le Roy village.....		1	1	3
Oakfield village.....				
Greene County.				
Athens village.....				
Catskill village.....		1		
Coxsackie village.....			1	
Herkimer County.				
Dolgeville village.....		1	1	
Fairfield town.....				1
Frankfort village.....		10	1	
German Flats.....				
Herkimer village.....		4	2	3
Ilion village.....		1	2	1
Little Falls city.....		1		
Little Falls town.....				
Manheim town.....			1	1
Middleville village.....				
Jefferson County.				
Carthage village.....				
Watertown city.....		3	2	1
West Carthage village.....				
Wilna town.....				
Kings County.				
(See New York City, Brooklyn Borough.)				
Lewis County.				
Croghan village.....				
New Bremen town.....		1		
Livingston County.				
Geneseo village.....				

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 175

of Health in the Twelve Months Ended September 30, 1910 — Continued.

BETWEEN OCTOBER 1, 1909 AND SEPTEMBER 30, 1910.

Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total
	1					8			11
		1							4
		2	4				1	5	13
									1
92	111	92	120	101	335	98	58	160	1,403
			2	2				1	13
				1					3
		2	3	2		1		2	13
1	2	2	2	3	8	4	2	10	37
1	2	2	2	3	5	6	3	8	39
		1	2	1				1	6
6	1	7	22	7	14	4	4	9	97
			1						1
		1						2	3
				1					1
1	1			1					5
		1							2
				1					
		1	4		7	2		1	2
								1	19
11	7	13	18	6	43	15	22	21	190
		1	2			1			17
	1				2	1			5
									6
					1	1			2
1	1	3							17
		1	2		2	3	3		16
			1	1	2	2	1		7
		1							1
		1						1	3
	3			1	1	1			7
1		1	1	1	1	5		1	13
2	2	3	7	1		3	3	9	41
1	1	3	4	2	10	6		5	41
1		1	6	3	5	2	1	6	28
2	4	1							8
								1	1
			1						2
									1
			1	5	4				10
3	1		2	4	5	3	2		26
1		1		2	1	3		1	9
		1	1						2
			1						1
		2	4				1	2	10
						5		4	9

Table X.—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1909, but re- ported in 1910.	ISSUED		
		Oct.	Nov.	Dec.
MADISON COUNTY.				
Lincoln town.....				
Oneida city.....			3	2
Stockbridge town.....				
Sullivan town.....				
MONROE COUNTY.				
Brighton town.....				
Brockport village.....		1	1	1
Gates town.....				1
Irondequoit town.....				
Penfield town.....		4	2	
Rochester city.....		71	103	60
MONTGOMERY COUNTY.				
Amsterdam city.....		37		11
Amsterdam town.....		2	5	3
Hagaman village.....			1	2
St. Johnsville village.....		3	1	2
NASSAU COUNTY.				
Hempstead town.....		2	1	
Oyster Bay town.....		2	1	
Rockville Center village.....		1		
NEW YORK CITY.				
Bronx borough.....		303	235	177
Brooklyn borough.....		938	790	597
Manhattan borough.....		1,840	1,192	980
Queens borough.....		217	152	109
Richmond borough.....		10	7	5
Total—New York City.....		3,308	2,376	1,868
NIAGARA COUNTY.				
Lockport city.....				
Newfane town.....			1	1
Niagara Falls city.....		16	17	10
North Tonawanda city.....				
Wilson town.....				
ONEIDA COUNTY.				
Clayville village.....				
Kirkland town.....		1	1	
Lee town.....				
Marcy town.....				
Marshall town.....		1		
New Hartford town.....		4	7	1
Oriskany Falls village.....		1		
Paris town.....				1
Rome city.....		12	5	3
Utica city.....		40	27	34
Whitesboro village.....			2	
Whitestown town.....		6		2
Yorkville village.....		4		
ONONDAGA COUNTY.				
Baldwinsville village.....				5
Camillus town.....				
Camillus village.....				
Fayetteville village.....				
Salina town.....				
Skanateles town.....			1	1
Solvay village.....		2	1	
Syracuse city.....		88	69	69
ONTARIO COUNTY.				
Canandaigua village.....		2	1	1
Clifton Springs village.....		1		
Geneva city.....		1	1	
Shortsville village.....				

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 177

of Health in the Twelve Months Ended September 30, 1910 — Continued.

BETWEEN OCTOBER 1, 1909 AND SEPTEMBER 30, 1910.

Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
3	3	4	6	4	2	9	4	12	2
		1		1	8				58
								4	2
									4
3			2	1	12	4		2	2
1	2	1	5	2	13	3	5	3	28
							1	5	38
	1		1	3				3	1
107	97	82	88	82	291	176	95	126	14
									1,378
5	17	23	24	18	32	17	18	42	244
			4	1	1	5			21
5	3		1	2	7	5	2	1	3
									32
1	2	2	9	11	3		1	7	39
1	1	1		2					8
					1				2
177	296	253	262	213	427	377	102	364	3,186
631	1,014	955	950	876	1,510	1,142	427	1,384	11,214
1,030	1,710	1,349	1,353	1,374	2,602	1,875	610	2,346	18,261
127	188	202	185	151	289	221	84	337	2,262
8	11	12	16	4	5	30	4	25	137
1,973	3,219	2,771	2,766	2,618	4,833	3,645	1,227	4,456	35,060
			15	30	30				75
			2			1			6
17	17	28	29	17	62	22	17	35	287
	4	12	16	6	24	5	6	21	94
					2	4	5		11
		1	2	1	3		2		8
				2	2	3			10
				1			2		3
								1	1
2	1	3	1	6	10	6	1	3	45
									1
		3	3		1	3			11
8	5	7	15	6	15	11	1	3	61
41	44	39	55	45	160	43	22	51	601
1		2	1		2	1	1	2	12
	1	3	2		4	4			22
					1	2			7
		2							7
					3				3
					6				6
			2	2	3	3			10
	1	1		4	1	1		1	9
	1		1			1			5
1	3	1		6	6	6	2	2	30
52	56	75	71	67	139	101	63	80	930
									4
					1			1	3
1	1	2							6
		2							2

Table X.—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1909, but re- ported in 1910.	ISSUED		
		Oct.	Nov.	Dec.
ORANGE COUNTY.				
Deerpark town.....				
Middletown city.....		1	2	1
Montgomery village.....				
Newburgh city.....		7	5	2
Port Jervis city.....		2	6	2
Walden village.....		3	1	2
ORLEANS COUNTY.				
Medina village.....		3	1	2
OSWEGO COUNTY.				
Fulton city.....		4	2	4
Oswego city.....		19	12	7
Oswego town.....		3		
Schroepfel town.....				
Scriba town.....				1
Volney town.....		3	1	1
OTSEGO COUNTY.				
Middlefield town.....				
Oneonta city.....		3	4	
Pittsfield town.....				
Richfield town.....		1		
QUEENS COUNTY. (See New York City, Queens borough.)				
RENSSELAER COUNTY.				
Castleton village.....		3		1
Hoosick Falls village.....		10	1	2
Poestenkill town.....				
Sand Lake town.....		1	1	
Schaghticoke town.....				
Schaghticoke village.....		1		
Troy city.....		37	22	10
RICHMOND COUNTY. (See New York City, Richmond borough.)				
ROCKLAND COUNTY.				
Ramapo town.....		2	4	
ST. LAWRENCE COUNTY.				
Madrid town.....				
Potsdam town.....				1
Potsdam village.....		7		
SARATOGA COUNTY.				
Ballston town.....				
Mechanicville village.....		3	2	
Moreau town.....			1	
Saratoga Springs village.....		3	3	1
Schuylerville village.....		1		
South Glens Falls village.....		3		
SCHENECTADY COUNTY.				
Glenville town.....			1	1
Rotterdam town.....				1
Schenectady city.....		17	15	43
Scotia village.....		1	1	
SENECA COUNTY.				
Seneca Falls village.....				2
STEBEN COUNTY.				
Addison village.....				
Corning city.....		2		
Corning town.....		1		1
Hornell city.....		13	13	8
Painted Post village.....		3	2	1
Wayland town.....			2	



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 179

of Health in the Twelve Months Ended September 30, 1910 — Continued.

BETWEEN OCTOBER 1, 1909 AND SEPTEMBER 30, 1910.

Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
							1		1
1	3	1	10	1	3		3	8	34
		3	1	1					5
2	2	4	3	2	1	6	3	5	42
1	1	3	4	1		2	1	3	26
3	1	1	1	3				3	18
		1	3	3	10	4	4	1	32
3	4	5	1						23
7	7	5	6	9	15	12	9	11	119
1							2		3
1		1	1	4					1
									12
1	1	1	2	2	6	2		4	2
		1	2	1					24
1	1		1	3	1				4
									8
1	1		1		8	6	5	2	28
	2	1	2	1	11		4	7	41
		1	2						3
1	2	1	2	8					16
1									1
			2		1				4
23	16	13	13	26	73	23	19	89	364
1	1	1	3	1	1	1			15
				1					1
	3	1	4	1	1	3			7
			1	1					15
		1	5	4	7	2		1	2
		1						3	27
	1	2	2	9	2	1	3	4	2
									31
				1	3			1	1
									8
2	2		1						7
2		1		2	2			1	9
24	8	19	25	31	65	21	7	37	312
			3	4	8	3	2		22
1		1	1	3	3	3		1	15
						2			2
			2	1	3	10	1	1	20
9	7	5	4	1	12	7	1	10	2
2		2	1	1	1				90
							10		10
									12

Table X.—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1909, but re- ported in 1910.	ISSUED		
		Oct.	Nov.	Dec.
SUFFOLK COUNTY.				
Sag Harbor.....		3		
TIOGA COUNTY.				
Waverly village.....				
TOMPKINS COUNTY.				
Ithaca city.....		5	5	2
ULSTER COUNTY.				
Esopus town.....				
Kingston city.....		11	14	16
Rosendale town.....		2		1
Saugerties town.....			2	3
Shawangunk town.....				1
Ulster town.....		1		
WARREN COUNTY.				
Glens Falls city.....		2	1	1
Queensbury town.....				
WASHINGTON COUNTY.				
Fort Ann town.....		1		
Granville village.....		1		
Greenwich village.....				1
Salem town.....			1	
WAYNE COUNTY.				
Arcadia town.....				
Lyons village.....		1		
Newark village.....		3		3
Wolcott village.....				
WESTCHESTER COUNTY.				
Cortlandt town.....		4	3	1
Greenburgh town.....				
Mount Vernon city.....		13	11	7
North Tarrytown village.....				
Poekskill village.....				
Port Chester village.....		5	5	3
Yonkers city.....		16	8	7
WYOMING COUNTY.				
Arcade village.....				
Eagle town.....		1		
Perry village.....				
Silver Springs village.....		3	1	
YATES COUNTY.				
Penn Yan village.....		2	1	
Total.....	11	4,148	3,041	2,427

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 181

of Health in the Twelve Months Ended September 30, 1910 — Concluded.

BETWEEN OCTOBER 1, 1909 AND SEPTEMBER 30, 1910.

Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
3	.....	3	3	1	7	3	3	4	30
2	.....	1	.....	1	.....	.....	.....	1	5
2	3	1	2	3	1	.....	.....	2	26
7	2	.....	2	.....	.....	.....	.....	.....	11
10	13	11	15	12	26	15	9	27	179
3	1	5	2	4	.....	.....	.....	1	19
.....	.....	1	6	.....	2	2	.....	.....	16
.....	.....	.....	1	1	.....	.....	.....	.....	3
1	.....	1	2	1	.....	.....	1	4	11
5	2	5	5	3	7	1	1	1	34
.....	.....	1	.....	1	1	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	1
.....	.....	1	1	3	1	1	.....	.....	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	8
.....	.....	.....	.....	.....	.....	.....	.....	.....	1
1	.....	1	.....	2	.....	.....	.....	1	5
.....	.....	.....	.....	1	.....	.....	.....	.....	7
1	1	.....	.....	.....	2	2	1	.....	19
.....	.....	.....	.....	.....	6	1	1	3	5
.....	.....	.....	.....	.....	1	1	3	.....	.....
1	2	5	3	2	1	8	2	13	45
.....	1	.....	.....	.....	.....	.....	.....	.....	1
12	2	9	6	11	4	7	2	9	93
.....	.....	1	.....	1	2	.....	.....	.....	4
.....	.....	2	.....	.....	.....	.....	.....	1	3
1	3	4	7	16	13	7	3	1	68
9	10	8	9	2	13	14	13	26	135
.....	.....	.....	.....	.....	.....	.....	.....	2	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	1
2	.....	1	1	4	9	8	3	2	30
.....	.....	.....	.....	.....	.....	.....	.....	.....	4
.....	.....	.....	2	1	8	5	.....	.....	19
2,611	3,840	3,446	3,656	3,404	6,699	4,559	1,801	5,640	45,272

TABLE XI.—STATISTICS OF FACTORIES INSPECTED IN

COUNTY.	PLACES INSPECTED.			Number of establishments with 10 employees.	Number of owners at work	LARGEST NUMBER OF EMPLOYEES IN YEAR.		
	Cncc	More than once.	Total			Office force.	Shop force.	Total.
Albany.....	722	24	746	15	411	749	24,195	24,944
Allegany.....	97		97		47	61	1,461	1,522
Broome.....	219		219	3	151	462	12,022	12,494
Cattaraugus.....	130	3	133	3	58	225	5,793	6,018
Cayuga.....	211		211	1	118	447	7,893	8,340
Chautauqua.....	278	2	280	8	133	817	16,576	17,393
Chemung.....	181		181		68	315	7,060	7,375
Chenango.....	90		90	4	75	87	2,368	2,455
Clinton.....	80	3	83	3	14	70	2,904	2,974
Columbia.....	107		107	1	53	141	5,797	5,938
Cortland.....	71		71		62	122	3,865	3,987
Delaware.....	74		74	1	49	19	1,163	1,182
Dutchess.....	271	1	272	2	105	270	9,470	9,740
Erie.....	2,228	6	2,234	41	1,612	6,107	83,682	89,789
Essex.....	49	1	50	2	19	52	1,390	1,442
Franklin.....	78		78	2	50	37	1,640	1,677
Fulton.....	272	1	273		13	203	9,475	9,658
Genesee.....	107		107	1	51	158	4,203	4,361
Greene.....	64		64	4	36	25	1,739	1,764
Hamilton.....	2		2				33	33
Herkimer.....	103		103			268	10,740	11,008
Jefferson.....	164	1	165	1	49	141	6,974	7,115
Kings*.....	6,810	77	6,887	18	4,342	4,042	151,845	155,887
Lewis.....	60		60		22	7	990	997
Livingston.....	109	5	114		52	94	1,829	1,923
Madison.....	100		100	1	36	15	2,426	2,441
Monroe.....	1,544	3	1,547	21	968	3,275	58,702	61,977
Montgomery.....	121		121		3	235	12,939	13,174
Nassau.....	188		188	4	83	57	1,937	1,994
New York*.....	21,729	364	22,093	41	11,876	21,319	489,290	510,609
Niagara.....	352		352	7	269	809	16,483	17,292
Oneida.....	422	5	427	4	111	566	26,157	26,723
Onondaga.....	568	1	569	10	506	1,957	28,517	30,474
Ontario.....	126		126	4	71	166	3,853	4,019
Orange.....	229		229	2	114	357	13,056	13,413
Orleans.....	77		77	1	76	36	2,291	2,327
Oswego.....	161	2	163	5	128	212	7,711	7,923
Otsego.....	84		84	1	50	54	1,910	1,964
Putnam.....	33		33		9	41	643	684
Queens*.....	715	2	717	2	364	1,072	29,121	30,193
Rensselaer.....	524	6	530		269	795	25,216	26,011
Richmond*.....	204		204		79	416	8,745	9,161
Rockland.....	89		89	1	34	96	4,778	4,874
St. Lawrence.....	175		175	5	118	102	5,102	5,204
Saratoga.....	195		195	4	78	164	8,631	8,795
Schenectady.....	237		237		135	2,131	20,485	22,616
Schoharie.....	78	1	79		35	14	796	810
Schuyler.....	28		28		14	19	552	571
Seneca.....	79		79	2	34	96	2,672	2,768
Steuben.....	196		196		84	255	7,811	8,066
Suffolk.....	247	2	249	3	121	197	3,705	3,902
Sullivan.....	39		39	1	31		320	320
Tioga.....	83		83		41	43	1,307	1,350
Tompkins.....	184	1	185		82	93	2,074	2,167
Ulster.....	238		238	5	117	126	6,857	6,983
Warren.....	136	1	137		48	118	4,865	4,983
Washington.....	102	1	103	5	36	143	4,627	4,770
Wayne.....	159	2	161		76	108	2,944	3,052
Westchester.....	529	3	532	1	85	760	25,158	25,924
Wyoming.....	74	3	77	3	43	96	3,013	3,109
Yates.....	82		82		45	43	847	890
Grand Total.....	42,704	521	43,225	243	23,955	50,911	1,210,638	1,261,549
*New York City.....	29,458	443	29,901	61	16,661	26,849	679,001	705,850

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

LICH COUNTY, YEAR ENDED SEPTEMBER 30, 1910.

## NUMBER OF EMPLOYEES AT TIME OF INSPECTION.

Grand total.	Office help.	Total.	SHOP FORCE					
			Number in Shops Employing —					
			1 to 4.	5 to 19.	20 to 49.	50 to 199.	200 to 499.	500
23,660	745	22,915	835	1,914	2,643	6,867	3,386	
1,318	61	1,257	124	257	110	541	225	
11,333	462	10,871	158	794	1,025	2,940	1,425	
5,362	223	5,139	120	289	571	2,351	910	
8,139	447	7,692	260	478	485	1,140	1,519	
15,648	817	14,831	190	922	1,496	4,390	1,469	
6,741	315	6,426	171	519	805	1,382	3,549	
2,355	87	2,268	103	244	267	1,286	368	
2,695	59	2,636	68	173	378	1,558	459	
5,849	141	5,708	123	202	390	1,187	1,574	
3,711	122	3,589	41	222	313	1,378	437	
1,161	19	1,142	61	379	209	493		
8,926	268	8,658	313	632	1,252	2,486	2,904	
81,611	6,066	75,545	2,318	5,826	8,173	20,064	17,299	
1,306	52	1,254	51	100	177	706	220	
1,658	37	1,621	71	262	228	1,060		
9,332	203	9,129	153	1,180	1,497	4,267	2,032	
3,458	157	3,301	108	193	277	1,540	287	
1,725	25	1,700	74	82	163	862	519	
23		23		23				
10,906	268	10,638	80	254	543	2,188	1,069	
6,861	113	6,748	164	335	946	2,095	1,098	
136,543	4,001	132,542	8,790	16,533	22,562	39,908	17,779	
925	7	918	73	162	202	481		
1,531	92	1,439	163	188	186	902		
2,240	15	2,225	105	244	449	1,165	262	
58,547	3,260	55,287	1,633	4,771	5,801	15,342	12,564	
12,910	235	12,681	102	390	474	2,031	5,519	
1,704	56	1,648	271	465	336	326	250	
439,557	21,077	418,480	21,155	78,122	99,892	133,089	52,037	
15,223	803	14,420	303	953	1,619	4,028	4,183	
25,882	566	25,316	395	1,173	1,722	6,143	7,108	
29,104	1,956	27,148	405	1,902	3,140	6,269	7,534	
3,192	166	3,026	142	347	309	1,446	782	
12,469	357	12,112	175	654	1,163	4,140	2,401	
1,854	36	1,818	115	113	199	417	974	
6,928	209	6,719	144	434	626	2,405	2,589	
1,917	54	1,863	95	303	246	355		
581	41	540	55	73	32	69	311	
27,179	1,070	26,109	781	1,736	2,925	5,384	8,834	
24,958	791	24,167	561	1,405	1,614	5,272	3,831	
8,459	416	8,043	241	396	544	1,866	1,630	
4,680	96	4,584	61	199	666	1,960	893	
4,785	102	4,683	142	618	718	1,182	1,346	
7,994	164	7,830	196	448	441	3,033	2,997	
22,609	2,131	20,478	383	590	446	936		
730	14	716	152	139	225		200	
516	19	497	42	75	34	346		
2,719	96	2,623	109	108	238	935	525	
6,549	255	6,294	234	500	546	2,172	1,155	
3,579	197	3,382	393	598	290	758	252	
278		278	48	131	99			
1,203	43	1,160	118	218	146	678		
2,020	93	1,927	244	502	250	931		
6,493	126	6,367	222	650	910	2,401	2,184	
4,751	118	4,633	186	483	335	1,021	1,486	
4,054	143	3,911	92	175	492	1,659	909	
2,456	108	2,348	237	259	363	1,276	213	
24,897	766	24,131	672	1,431	1,407	3,731	3,534	
2,881	96	2,785	72	199	108	944	555	
711	28	683	110	201	103	269		
1,129,392	50,490	1,078,902	45,003	133,101	173,806	316,051	185,616	2
611,738	26,564	585,174	30,967	96,787	125,923	180,247	80,280	

Table XI.—Statistics of Factories Inspected in Each

COUNTY.	NUMBER OF EMPLOYEES AT TIME						
	Grand total.	OFFICE FORCE.			SHOP		
		Total.	THEREOF —		Total.	Men 18 years +.	Youths, 16-18.
			Boys, 14-16.	Girls, 14-16.			
Albany.....	23,660	745			22,915	14,101	217
Allegany.....	1,318	61			1,257	1,140	11
Broome.....	11,333	462	1	1	10,871	6,871	235
Cattaraugus.....	5,362	223			5,139	4,636	76
Cayuga.....	8,139	447			7,692	5,477	246
Chautauqua.....	15,648	817			14,831	12,278	268
Chemung.....	6,741	315			6,426	4,712	66
Chenango.....	2,355	87			2,268	1,658	29
Clinton.....	2,695	59			2,636	2,120	10
Columbia.....	5,849	141			5,708	4,279	89
Cortland.....	3,711	122			3,589	2,768	22
Delaware.....	1,161	19			1,142	970	25
Dutchess.....	8,926	268			8,658	6,452	129
Erie.....	81,611	6,066	2	1	75,545	60,261	2,178
Essex.....	1,306	52			1,254	1,191	
Franklin.....	1,658	37			1,621	1,337	38
Fulton.....	9,332	203			9,129	5,961	107
Genesee.....	3,458	157			3,301	2,548	88
Greene.....	1,725	25			1,700	1,414	14
Hamilton.....	23				23		
Herkimer.....	10,906	268	1		10,638	7,696	159
Jefferson.....	6,861	113			6,748	5,938	12
Kings*.....	136,543	4,001	25	2	132,542	90,005	2,112
Lewis.....	925	7			918	810	9
Livingston.....	1,531	92			1,439	1,124	4
Madison.....	2,240	15			2,225	1,748	9
Monroe.....	58,547	3,260	6		55,287	37,497	1,046
Montgomery.....	12,916	235			12,681	6,681	319
Nassau.....	1,704	56			1,648	1,477	12
New York*.....	439,557	21,077	172	6	418,480	256,046	3,999
Niagara.....	15,223	803	3		14,420	11,696	463
Oneida.....	25,882	566			25,316	16,231	375
Onondaga.....	29,104	1,956	1		27,148	21,711	340
Ontario.....	3,192	166			3,026	2,440	28
Orange.....	12,469	357			12,112	9,148	200
Orleans.....	1,854	36			1,818	1,193	48
Oswego.....	6,928	209			6,719	4,920	142
Otsego.....	1,917	54			1,863	1,457	25
Putnam.....	581	41			540	497	4
Queens*.....	27,179	1,070	4	4	26,109	20,659	646
Rensselaer.....	24,958	791			24,167	12,238	342
Richmond*.....	8,459	416			8,043	6,956	151
Rockland.....	4,680	96			4,584	3,897	113
St. Lawrence.....	4,785	102			4,683	3,830	94
Saratoga.....	7,994	164			7,830	5,458	12
Schenectady.....	22,609	2,131			20,478	17,867	235
Schoharie.....	730	14			716	543	
Schuyler.....	516	19			497	417	5
Seneca.....	2,719	96			2,623	2,178	30
Steuben.....	6,549	255			6,294	4,955	166
Suffolk.....	3,579	197			3,382	2,400	92
Sullivan.....	278				278	261	4
Tioga.....	1,203	43			1,160	828	16
Tompkins.....	2,020	93			1,927	1,545	30
Ulster.....	6,493	126			6,367	4,941	99
Warren.....	4,751	118			4,633	2,569	
Washington.....	4,054	143			3,911	2,712	13
Wayne.....	2,456	108			2,348	1,652	53
Westchester.....	24,897	766			24,131	17,104	387
Wyoming.....	2,881	96	1		2,785	1,778	21
Yates.....	711	28			683	501	15
Grand Total.....	1,129,392	50,490	216	14	1,078,902	733,801	15,736
New York City*.....	611,738	26,564	201	12	585,174	373,666	6,908

† Inclusive of children discharged for

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 185

County, Year Ended September 30, 1910 — Concluded.

OF INSPECTION.						WEEKLY HOURS OF LABOR.				CHILDREN UNDER 14 YEARS FOUND IN —	
FORCE.			ALL CHILDREN 14 TO 16 YEARS OLD.†			NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK —					
Boys, 14-16.	Women, 16 years +.	Girls, 14-16.	Office.†	Shop.†	Total.†	51 hrs. or less.	52-57 hours.	58-63 hours.	Over 63 hours.	Office.	Shop
95	8,332	170		265	265	2,297	5,543	14,442	633		
1	102	3		4	4	39	50	1,158	10		
17	3,715	33	2	50	52	539	2,752	7,423	157		
22	396	9		31	31	96	851	4,117	75		
23	1,917	29		52	52	277	733	6,682			
94	2,115	78		172	172	428	7,455	6,918	30		
8	1,624	16		24	24	855	2,072	3,179	320		
3	567	11		14	14	70	446	1,570	182		
4	497	5		9	9	221	740	984	691		
33	1,278	29		62	62	462	185	4,915	146		
8	789	2		10	10	78	583	2,886	42		
2	144	1		3	3	14	73	630	425		
28	2,014	35		63	63	265	3,521	4,821	51		
514	12,168	424	3	938	941	4,789	21,439	38,969	10,348		1
	63					151	9	377	717		
18	218	10		28	28	36	186	1,176	223		2
87	2,891	83		170	170	254	7	8,848	20		6
19	623	23		42	42	455	283	1,314	1,249		3
2	268	2		4	4	70	102	1,013	515		
								23			
22	2,726	35	1	57	58	64	61	10,503	10		
9	782	7		16	16	1,079	141	4,583	945		
577	38,687	1,161	27	1,738	1,765	14,935	66,684	47,400	3,514		17
2	95	2		4	4	15	14	672	217		
7	310			1	1	121	402	698	218		
338	15,949	457	6	795	801	3,312	41,333	10,298	344		6
72	5,501	108		180	180	494	601	11,566	20		
9	145	5		14	14	108	521	977	42		1
1,163	154,444	2,828	178	3,991	4,169	83,792	252,564	79,404	2,720	2	29
69	2,120	72	3	141	144	660	2,503	7,802	3,455		
162	8,308	240		402	402	939	1,937	22,119	321		
155	4,769	173	1	328	329	2,442	10,312	14,097	297		1
	558					66	202	2,734	24		
69	2,597	38		107	107	1,803	3,398	6,649	262		
14	549	14		28	28	35	217	1,559	7		
17	1,603	37		54	54	150	987	4,995	587		
2	370	9		11	11	123	147	1,497	96		
3	35	1		4	4	129	358	32	21		
188	4,311	305	8	493	501	6,580	12,632	5,857	1,040		6
66	11,436	85		151	151	1,095	9,948	12,803	321		
33	864	39		72	72	2,756	1,773	3,166	348		
20	542	12		32	32	88	1,138	3,318	40		
17	712	30		47	47	251	703	2,446	1,283		
10	2,332	18		28	28	971	2,099	3,548	1,212		
38	2,326	12		50	50	2,170	17,339	795	174		
	173					35	91	390	209		
	75					5	50	292	150		
3	407	5		8	8	36	573	1,896	118		
8	1,161	4		12	12	344	2,952	2,980	18		
40	795	55		95	95	214	1,552	1,537	79		
4	9			4	4	3	40	163	72		1
	313	3		3	3	65	234	851	10		
2	350			2	2	213	304	1,312	98		
100	1,091	136		236	236	549	318	5,494	6		
2	2,059	3		5	5	47	865	3,282	439		
7	1,160	19		26	26	316	1,021	1,636	938		
10	615	18		28	28	90	515	1,739	4		
49	6,518	73		122	122	2,663	16,599	4,429	440		1
12	952	22	1	34	35	59	140	2,532	54		
6	158	3		9	9	30	39	596	18		
4,284	318,076	7,005	230	11,289	11,519	140,860	500,495	401,492	36,055	2	74
1,961	198,306	4,333	213	6,294	6,507	108,063	333,653	135,836	7,622	2	52

lack of employment certificate.

TABLE XII.—STATISTICS OF FACTORIES INSPECTED IN EACH

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		NUMBER			
			Total.	There- of in shop	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>ALBANY COUNTY.....</b>	<b>746</b>	<b>411</b>	<b>24,944</b>	<b>24,195</b>	<b>23,660</b>	<b>745</b>		<b>22,915</b>
Albany (see Table XIII).....	522	319	11,592	11,119	11,001	473		10,528
Altamont.....	3	6	10	10	8			8
Coeymans.....	8	2	455	455	455			455
<i>Building brick</i> .....			448	448	448			448
Cohoes.....	123	52	9,148	9,012	8,560	132		8,428
<i>Hosiery and knit goods</i> .....	20	11	3,053	2,997	2,856	35		2,823
<i>Cotton goods</i> .....	6		2,774	2,755	2,774	19		2,755
<i>Shirts, collars and cuffs</i> .....	3		1,121	1,113	840	8		832
<i>Rolling mills and steel works</i> .....	1	1	662	653	552	11		541
<i>Castings (iron)</i> .....	1		283	269	263	14		269
<i>Woolens and worsteds</i> .....	7	1	260	251	260	9		251
Colonie.....	10	2	1,388	1,320	1,388	50		1,329
<i>Castings (iron)</i> .....	2		864	850	864	14		850
<i>Car wheels and railway equipment</i> .....	2		219	191	219	23		191
Green Island.....	17	3	713	692	706	21		685
<i>Laundries (non-Chinese)</i> .....	1		234	232	234	2		232
Guilderland.....	2		42	42	42			42
Latham.....	1		4	4	4			4
Medusa.....	1	1	2	2	1			1
Potters Hollow.....	1		2	2	2			2
Preston Hollow.....	1		3	3	3			3
Ravena.....	6	6	185	183	158	2		156
Slingerlands.....	2	2	103	101	103	2		101
South Bethlehem.....	1		7	7	7			7
Van Rensselaer Island.....	4		275	266	207	9		198
Voorheesville.....	3	3	100	97	100	3		97
Watervliet.....	41	15	915	871	915	44		871
<b>ALLEGANY COUNTY.....</b>	<b>97</b>	<b>47</b>	<b>1,522</b>	<b>1,461</b>	<b>1,318</b>	<b>61</b>		<b>1,257</b>
Alfred.....	5	3	46	46	21			21
Andover.....	8	4	138	135	103	3		100
Angela.....	5	2	108	108	103			103
Belfast.....	8	7	26	26	21			21
Belmont.....	7	4	257	241	256	16		240
<i>Machinery</i> .....	1		240	225	240	15		225
Bolivar.....	9	5	36	34	31	2		29
Canasraga.....	3	2	8	8	6			6
Cuba.....	14	4	100	95	84	5		79
Fillmore.....	7	4	47	47	42			42
Friendship.....	8	1	152	146	130	6		124
Wellsville.....	23	11	604	575	521	29		492
<b>BROOME COUNTY.....</b>	<b>219</b>	<b>151</b>	<b>12,494</b>	<b>12,032</b>	<b>11,333</b>	<b>462</b>	<b>2</b>	<b>10,871</b>
Binghamton.....	171	113	8,774	8,464	7,623	310	1	7,313
<i>Cigars</i> .....	27	17	2,380	2,357	2,269	25		2,243
<i>Boots and shoes</i> .....	2		1,408	1,387	854	19	1	835
<i>Furniture and upholstery</i> .....	4	4	582	569	522	13		509
<i>Tailoring</i> .....	6	9	405	397	405	8		397
<i>Scales, etc.</i> .....	2		244	244	234	40		244
<i>House trim</i> .....	4	3	274	261	251	13		218
<i>Miscellaneous hardware</i> .....	4	5	271	262	271	9		262
<i>Brass and bronze castings</i> .....	1		230	228	230	2		228
<i>Proprietary medicines</i> .....	2		216	168	110	48		64
Deposit†.....	11	12	92	88	89	4		85
Endicott.....	9	5	1,726	1,627	1,726	90	1	1,627
<i>Boots and shoes</i> .....	1		743	721	743	22		721
<i>Leather</i> .....	1		594	533	594	81	1	533
<i>Clocks and time recorders</i> .....	1		350	313	350	16		313
Harpersville.....	1		25	25	25			25

† See also Deposit.



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 187

COUNTY AND TOWN, YEAR ENDED SEPTEMBER 30, 1910.

OF EMPLOYERS AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19. "m."	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
2,749	9,510	10,656	14,101	217	95	8,332	170	2,297	5,543	14,442	633	
1,951	4,278	4,299	6,443	41	37	3,924	83	1,952	4,026	4,531	19	
8	238	210	437	18					3	5		
7	233	210	430	18					5	450		
522	2,691	5,215	4,321	151	40	3,830	86	276	710	6,839	603	
29	1,543	1,251	965	28	6	1,790	34	165	48	2,610		
	336	2,419	1,427	107	25	1,168	28	36	16	2,703		
	87	735	118	8		688	18	18	206	608		
		541	541								541	
		269	268		1			1	268			
	251		206			44	1	1	22	228		
15	614	700	1,294			35		40	35	1,254		
	150	700	850							850		
	191		191							191		
57	396	232	421		2	262		3	114	568		
		232	73		2	157		2		230		
	42		42							42		
4			4					4				
1			1							1		
2			2							2		
3			3							3		
18	138		153			3			101	55		
3	98		88			13			98	3		
7			7							7		
12	186		198							198		
4	93		94			3			93	4		
135	736		587	7	16	260	1	22	358	480	11	
381	651	225	1,140	11	1	102	3	39	50	1,158	10	
21			14			7			9	9	3	
42	58		54	10	1	32	3	4	2	94		
12	91		103							103		
21			18			3				21		
15		225	238			2		3	4	233		
		225	225							225		
29			29					2		27		
6			6							6		
79			71	1		7		6	9	64		
42			41			1				42		
44	80		118			6		3		121		
70	422		448			44		21	26	438	7	
952	3,965	5,954	6,871	235	17	3,715	33	539	2,752	7,423	157	
759	3,455	3,099	4,008	140	12	3,030	33	529	2,429	4,273	82	
85	295	1,553	682	9		1,533	19	179	810	1,254		
	26	309	417	51	7	351	9	16		819		
	509		472	15		22		6	134	369		
18	379		69	1		327				397		
	244		244						105	139		
19	199		206	12				65		163		
10	43	209	247	11		4			262			
		228	310	5		13			228			
7	55		38	2		22		18	44			
47	38		76			9		3	25	57		
30	30	1,567	1,247	80	1	299		1	36	1,567	23	
		721	359	75	1	286				720		
		533	521	5		7				533		
		513	307			6			6	307		
25			25								25	

under Delaware County.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of ownd- ers at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>BROOME COUNTY—Concluded.</b>								
Lestershire.....	13	13	1,701	1,655	1,701	46		1,655
Boots and shoes.....	1		1,317	1,288	1,317	29		1,288
Tunnel.....	3		14	14				14
Union.....	6	5	89	87	89	2		87
Whitney Point.....	5	3	73	72	66	1		65
<b>CATTARAUGUS COUNTY.....</b>	<b>133</b>	<b>58</b>	<b>6,018</b>	<b>5,793</b>	<b>5,362</b>	<b>223</b>		<b>5,139</b>
Allegany.....	3	1	58	56	28	2		26
Cattaraugus.....	8	4	164	154	142	10		132
East Salamanca (railway repair shops).....	1		222	218	222	4		218
Ellicottville.....	7	8	103	101	97	2		95
Franklinville.....	9	5	486	477	275	9		266
Canning fruits and vegetables.....	1		250	246	40	4		36
Culley.....	1		215	210	215	6		210
Gowanda*.....	10		406	406	360			360
Great Valley.....	3	2	17	17	15			15
Killbuck.....	2	1	22	20	22	2		20
Limestone.....	1		137	135	137	2		135
Little Valley.....	10	5	308	295	243	13		230
Culley.....	4		285	273	223	12		211
Olean.....	49	17	2,760	2,616	2,514	142		2,372
Railway repair shops.....	2		1,067	1,017	964	50		914
Leather.....	4		360	352	359	8		351
Bottles and jars.....	2		320	311	231	9		222
Mineral oil products.....	2		285	255	279	30		249
Randolph.....	7	3	192	186	192	6		186
Salamanca.....	21	12	886	859	876	27		849
Leather.....	2		307	300	307	7		300
Railway repair shops.....	1		243	240	243	3		240
Whitehouse.....	2		257	253	239	4		235
<b>CATYUGA COUNTY.....</b>	<b>211</b>	<b>118</b>	<b>8,340</b>	<b>7,893</b>	<b>8,139</b>	<b>447</b>		<b>7,692</b>
Auburn.....	152	75	8,002	7,561	7,857	441		7,416
Agricultural implements.....	4		2,178	2,032	2,178	146		2,032
Boots and shoes.....	2	1	1,351	1,231	1,347	120		1,227
Flax, hemp and jute manufactures.....	2		1,269	1,224	1,260	45		1,224
Miscellaneous brass and bronze ware	2		338	321	338	17		321
Carpets and rugs.....	3		326	315	326	11		315
Articles of horn, bone, tortoise shell, etc.....	1		300	290	300	10		290
Woolens and worsteds.....	1		283	280	283	3		280
Stationary engines, boilers, etc.....	3		238	222	238	16		222
Rolling mills and steel works.....	2		219	213	210	6		213
Cato.....	5	4	14	14	14			14
Cayuga.....	2		5	5	3			3
Genoa.....	2	1	3	3	3			3
Locke.....	2	2	4	4	4			4
Meridian.....	2	2	4	4	4			4
Moravia.....	14	14	57	57	57			57
Port Byron.....	13	9	100	108	79	1		78
Sennett.....	2		4	4	4			4
Throopville.....	3	2	4	4	4			4
Weedsport.....	14	9	134	129	110	5		105
<b>CHAUTAUQUA COUNTY.....</b>	<b>280</b>	<b>133</b>	<b>17,393</b>	<b>16,576</b>	<b>15,648</b>	<b>817</b>		<b>14,831</b>
Brocton.....	5	2	112	109	77	3		74
Cassadaga.....	5	4	30	30	20			20
Chautauqua.....	3	1	37	35	24	2		22
Cherry Creek.....	4	3	95	94	75	1		74

\* See also Gowanda.

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.							NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.				51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-159.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).					Girls (14-16 yrs.).
52	315	1,288	1,267	12	4	372		4	262	1,389	
14		1,288	924	10	4	350		4		1,284	
20	67		13			1		2			9
30	35		84	2		1				85	2
			61	1		3				49	16
409	2,922	1,808	4,636	76	22	396	9	96	851	4,117	75
26			19			7				26	
12	120		123			9			8	124	
		218	218							218	
22	73		75			20			5	90	
20	36	210	213	6	2	45		2	8	256	
	36		36							36	
		210	162	6	2	40		2		208	
33	327		305	7		48			14	346	
15			15							15	
20			19			1		15		5	
	135		135							135	
19	211		211			19			106	124	
	211		184			17			101	110	
176	1,056	1,140	2,135	44	16	168	9	68	703	1,586	15
16		898	914							914	
	351		347	3	1			1	67	293	
	222		177	35	10			10	212		
7		242	249						242		7
14	172		161	1	2	22		3		123	
52	557	240	814	11	2	22		8	7	834	
	300		300							300	
		240	240							240	
	235		193	7		35				235	
736	1,625	5,331	5,477	246	23	1,917	29	277	733	6,682	
549	1,536	5,331	5,308	246	23	1,813	26	223	682	6,511	
8	264	1,760	1,977	44		11				2,032	
5		1,222	661	120	12	426	8	20		1,207	
		1,224	693	30	1	500		1		1,223	
6		315	289	4	1	27		1		320	
6	69	240	88	15	5	200	7	12		303	
		290	68	6		212	4		290		
		280	208	4		68				280	
5	217		220	2					6	217	
	213		208	5						213	
14			14							14	
3			3							3	
3			3							3	
4			4							4	
4			4							4	
57			42			15		9		48	
53	25		47			29	2	39	11	28	
4			4							4	
4			4							4	
41	64		44			60	1	6	40	59	
1,112	5,886	7,833	12,278	266	94	2,115	78	428	7,455	6,918	30
9	65		58			16		3		71	
20			15			5				20	
22			19			3		15		2	5
14	60		33			41			2	72	

under Erie County.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
CHAUTAUQUA COUNTY—Concluded.								
Dunkirk.....	42	10	5,017	4,778	4,798	239		4,559
Locomotives.....	1		3,600	3,450	3,600	150		3,450
Cooking and heating apparatus.....	1		430	413	356	17		359
Ellicott.....	2	1	117	115	73	2		71
Falconer.....	13	2	1,312	1,261	1,117	51		1,066
Blacksmithing and wheelwrighting.....	1		325	310	196	15		181
Woolens and worsteds.....	2		265	259	236	6		230
Wooden toys and novelties.....	1		218	208	218	10		208
Forestville.....	4	4	130	126	72	4		68
Fredonia.....	10	6	380	348	192	32		160
Canning fruits and vegetables.....	2		300	287	152	13		119
Frewsburg.....	3	2	20	18	19	2		17
Gerry.....	2	1	31	29	31	2		29
Hartfield.....	1		28	28	28			28
Jamestown.....	131	70	8,801	8,390	7,980	411		7,569
Furniture and upholstery.....	38	9	2,404	2,302	2,303	102		2,201
Woolens and worsteds.....	4		2,231	2,200	1,691	31		1,660
Metal furniture.....	4		1,361	1,352	1,361	129		1,232
Sheet metal works.....	1		907	886	870	22		848
Kennedy.....	4	2	24	23	12	1		11
Mayville.....	4	2	82	82	82			82
Ripley.....	4	3	57	55	45	2		43
Ripley Crossing.....	1	1	16	16	16			16
Sherman.....	9	5	121	115	100	6		94
Silver Creek.....	13	3	549	513	539	36		503
Agricultural implements.....	4		426	392	425	35		392
Sinclairville.....	5	4	42	40	31	2		29
South Dayton.....	2	1	122	119	81	3		78
Stockton.....	3	1	88	88	75			75
Westfield.....	10	5	182	164	161	18		143
CHEMUNG COUNTY.....	181	68	7,375	7,060	6,741	315		6,426
Big Flats.....	5	1	94	93	41	1		40
Breesport.....	4	1	16	15	12	1		11
Elmira.....	139	50	5,469	5,194	5,012	275		4,737
Railway repair shops.....	2		645	618	619	27		592
Furniture and upholstery.....	4	1	527	516	504	11		493
Stationary engines, boilers, etc.....	2	1	430	372	415	68		357
Castings (iron).....	1		397	377	397	20		377
Tobacco and snuff.....	6		381	375	284	6		278
House trim.....	9	3	330	318	296	14		281
Silk and silk goods.....	1		291	287	291	4		287
Hosiery and knit goods.....	2		262	260	260	2		260
Bookbinding and blank book making.....	2	1	260	218	258	42		216
Paper boxes and tubes.....	1		216	200	167	16		151
Elmira Heights.....	8	1	1,594	1,560	1,504	34		1,470
Bridges and structural iron.....	1		513	500	473	13		460
Hosiery and knit goods.....	1		453	449	453	4		449
Motor vehicles and parts.....	1		268	250	243	8		235
Horseheads.....	15	7	169	165	146	4		142
Millport.....	3	3	13	13	9			9
Van Etten.....	5	6	13	13	11			11
Wellburg.....	2		7	7	6			6
CHENANGO COUNTY.....	90	75	2,455	2,368	2,355	87		2,268
Afton.....	6	3	25	25	25			25
Bainbridge.....	8	5	175	160	147	15		132
Earlville.....	7	6	103	95	103	8		95
Greene.....	8	8	143	136	124	7		117
New Berlin.....	10	6	129	126	125	3		125
Norwich.....	31	26	1,380	1,338	1,381	48		1,333
Railway repair shops.....	1		378	368	378	8		368

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 191

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYERS AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
219	551	3,789	4,212	10	2	327	8	20	3,664	875		
		3,450	3,450						3,450			
		339	339							339		
1	70		70			1				71		
25	833	208	803	30	8	208	17	153	221	692		
	181		178	3						181		
	230		76	17	1	128	8	9	221			
		208	114	8	6	71	9	15		193		
4	64		50			17	1	1		67		
41	119		48	5	9	88	10	24		136		
	119		21	6	9	76	9	18		101		
17			17							7	10	
3	26		29							29		
	28		20			7		1		27		
550	3,183	3,836	6,035	216	71	1,208	39	198	3,548	3,813	10	
98	1,828	275	2,166	12	13	10		13	295	1,893		
	102	1,558	602	67	36	923	32	68	1,592			
12	65	1,156	1,164	68					407	825		
		848	798	40	10			10	838			
11			9			2			2	9		
7	75		81			1			6	76		
6	37		23	3	1	16		1		38	4	
16			13			3				16		
33	61		68			26				93	1	
39	464		432	2	2	65	2	9	8	486		
	392		391	1						392		
7	22		29							29		
2	76		37			40		1		77		
22	53		62			13				75		
44	99		115			28		2	4	137		
690	2,187	3,549	4,712	66	8	1,624	16	855	2,072	3,179	320	
10	30		33			7			35	5		
11			9			2			4	7		
563	1,769	2,405	3,577	52	6	1,086	16	850	2,018	1,819	50	
	122	470	692							692		
10	21	462	473	15		7		462	31	10		
10		347	357						347			
		577	573	2		2			377			
6	272		116		2	160		8	68	202		
44	237		266	6		10		6	117	168		
		287	26	5	1	250	8	9	278			
8		252	43	8	2	200	7	9	8	245		
6		210	156			80		6	210			
	151		82	8		60	1	1	60	90		
	326	1,144	950	14	2	504		2		1,210	258	
		460	460							460		
		449	79			370				449		
		235	223	12						12	223	
80	62		118			24		1	3	128	10	
9			9						5	2	2	
11			10			1		2	7	2	6	
6			6							6		
347	1,553	368	1,658	29	3	567	11	70	446	1,570	182	
25			25						1	4	20	
62	70		128			4		3	16	113		
23	72		90	1						95		
33	84		111	1		5			5	102	10	
19	106		73	3		49		2		123		
146	819	368	964	18	3	341	7	60	420	738	115	
		368	367	1					367	1		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
CHENANGO COUNTY—Concluded.								
Oxford.....	12	12	162	160	156	2		154
Sherburne.....	5	5	286	282	245	4		241
South Otselic.....	3	4	46	46	46			46
CLINTON COUNTY.....	83	14	2,974	2,904	2,695	50		2,636
Altona.....	1		15	15	15			15
Ausable Chasm*.....	2		32	32	32			32
Ausable Forks.....	4		181	167	173	14		159
Cadyville ( <i>pulp mills</i> ).....	1		207	205	177	2		175
Champlain.....	5	1	132	130	125	2		123
Keeseville.....	2		125	124	125	1		124
Lyon Mountain.....	1		89	87	89	2		87
Mooers.....	4	1	63	63	63			63
Mooers Forks.....	1	1	2	2	2			2
Morrisonville.....	4	1	148	148	145			145
Perrys Mills.....	3	1	13	13	13			13
Peru.....	4	1	44	43	44	1		43
Plattsburg.....	46	8	1,623	1,580	1,392	32		1,360
Motor vehicles.....	1		668	648	469			459
Shirts, collars and cuffs.....	5		409	406	348	5		345
Rouses Point.....	3		149	146	149	3		146
Schuyler Falls.....	1		24	24	24			24
Standish.....	1		127	126	127	2		125
COLUMBIA COUNTY.....	107	53	5,938	5,797	5,849	141		5,708
Ancram.....	1		33	32	33	1		32
Ancram Lead Mines.....	2		14	13	14	1		13
Boston Corners.....	1		3	3	3			3
Chatham.....	12	5	253	245	248	8		240
Chatham Center.....	1	1	4	4	4			4
Copake.....	1		10	9	10	1		9
Columbiaville.....	1		108	107	108	1		107
Empire ( <i>building brick</i> ).....	1		375	372	375	3		372
Greenport ( <i>cement and lime</i> ).....	1		1,660	1,600	1,660	60		1,600
Hudson.....	52	35	1,612	1,562	1,559	50		1,509
Hosiery and knit goods.....	5		906	887	906	18		887
Kinderhook.....	3	1	88	87	86	1		85
Mellenville.....	4	1	42	40	39	2		37
Newton Hook.....	1		132	131	132	1		131
Philmont.....	9	6	620	613	620	7		613
Hosiery and knit goods.....	5		615	606	615	7		606
Rossmans.....	1		22	22	22			22
Stockport Center.....	2		40	40	40			40
Stottville.....	2	1	659	657	635	2		633
Woolens and worsteds.....	1		658	656	654	2		652
Stuyvesant Falls.....	2		28	28	28			28
Valatie.....	10	3	235	232	233	3		230
Hosiery and knit goods.....	2		210	207	210	5		207
CORTLAND COUNTY.....	71	62	3,987	3,865	3,711	122		3,589
Cincinnatus.....	3	2	17	17	14			14
Cortland.....	44	36	3,017	2,920	2,785	97		2,688
Rolling mills and steel works.....	2	2	1,588	1,504	1,442	18		1,424
Miscellaneous hardware.....	2		286	278	286	7		278
Dressmaking.....	2	4	242	227	160	19		141
Homer.....	15	13	347	339	324	8		316
McGraw.....	4	4	448	441	434	7		427
Corsets, garters, etc.....	2	2	367	361	363	6		347
Marathon.....	5	7	158	148	154	10		144

\* See also Ausable Chasm under Essex County.

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd)
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
24	130		93	1		59	1	2	4	115	33	
8	233		148	4		86	3	3		238		
7	39		26	1		19				42	4	
241	1,936	459	2,120	10	4	497	5	221	740	984	691	
15			15							15		
2	30		32								32	
12	147		139			20		12		20	127	
	175		175					175				
3	120		123						120	3		
	124		43		2	77	2	2	54	68		
	87		87								87	
8	55		18			45				63		
2			2							2		
14	131		145							34	111	
13			13							13		
18	25		43							43		
153	748	459	1,010	3	2	342	3	32	544	575	209	
		459	459	3					377	82		
	346		24			318	3	3		342		
1	145		126	7		13			22	124		
	24		24							24		
	125		125								125	
325	1,577	3,806	4,279	89	33	1,278	29	462	185	4,915	146	
	32		29			3				3	29	
13			13							13		
3			3							3		
45	195		159			81		4	5	168	63	
4			4							4		
9			9							9		
	107		33	9	2	57	6	8		99		
		372	368	4						372		
		1,600	1,600					200		1,400		
167	610	732	929	26	9	539	6	82	141	1,286		
	155	732	373	21	9	478	6	15		372		
10	75		35			50				85		
37			34			3				20	17	
	131		128	1	2			131				
7	136	470	268	15	6	319	5	11		602		
	136	470	261	16	6	319	6	11		595		
	22		22							4	18	
4	36		21		1	18				39		
1		632	443	29	5	149	7	12		621		
		632	442	29	6	149	7	12		620		
2	26		28						11		17	
23	207		153	5	8	59	5	13	28	187	2	
	207		130	6	8	69	6	13	28	166		
263	1,091	1,635	2,768	22	8	780	2	78	583	2,886	42	
14			14						3	11		
182	1,062	1,424	2,309	13	1	365		58	301	2,233	36	
		1,424	1,342			82				1,424		
	278		260	2	2	14			188	90		
	141		13	1		187				141		
44	272		215	1	6	93	1	18	7	285	6	
18	198	211	89	5	1	331	1	2	210	215		
	136	211	64	1		281	1	1	210	136		
5	139		141	3					2	142		

† See also Keeseville under Essex County.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER		
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.	
						Total.	There- of 14-16 years of age.
DELAWARE COUNTY.....	74	49	1,182	1,163	1,161	19	1,142
Arkville.....	1		4	4	4		4
Beerston.....	1		37	37	37		37
Butternut Grove.....	1		12	12	12		12
Cadosia.....	2	1	61	61	61		61
Centerville.....	1		10	10	10		10
Delancy.....	1		2	2	2		2
Delhi.....	13	12	75	74	75	1	74
Deposit*.....	2	1	71	70	71	1	70
East Branch.....	1		4	4	4		4
Elk Brook.....	1		8	8	8		8
Fishs Eddy.....	2		22	22	22		22
Griffins Corners.....	1	1	5	5	5		5
Hamden.....	2		20	20	15		15
Hancock.....	4	2	21	21	21		21
Horton.....	1		10	10	10		10
Horton Brook.....	1	1	8	8	8		8
Howard.....	1		11	11	11		11
Margaretville.....	3	3	20	20	20		20
Method.....	1		14	14	14		14
Peakville.....	1		11	11	11		11
Rock Rift.....	1		13	13	13		13
Sidney.....	9	6	462	454	462	8	454
Stamford.....	4	4	28	27	19	1	18
Trout Brook.....	1		11	11	11		11
Walton.....	18	18	242	234	235	8	227
DUTCHESS COUNTY.....	272	105	9,740	9,470	8,926	268	8,658
Amenia.....	8	2	108	100	108	8	100
Brinkerhoff.....	1		4	4	4		4
Chelsea.....	1	2	48	48	38		38
Clinton Corners.....	1		5	5	5		5
Clove Valley.....	1		3	3	3		3
Dutchess Junction (building brick).....	7		523	521	417	2	415
Fishkill.....	1		2	2	2		2
Fishkill-on-Hudson.....	17	4	1,298	1,282	1,120	16	1,104
<i>Building brick</i> .....	8		702	701	526	1	525
<i>Men's hats and caps</i> .....	1		387	381	387	6	381
Gay Head.....	1		2	2	2		2
Green Haven.....	1		2	2	2		2
Hopewell Junction.....	2		55	55	55		55
La Grangeville.....	1		3	3	3		3
Madalin.....	3	2	9	9	6		6
Matteawan.....	19	6	1,742	1,700	1,616	42	1,574
<i>Men's hats and caps</i> .....	3		963	952	853	11	842
<i>Rubber and gutta percha goods</i> .....	1		358	351	358	7	351
<i>Cooking and heating apparatus</i> .....	1		270	260	270	20	250
Millbrook.....	6	4	33	33	33		33
Millerton.....	11	4	57	56	57	1	56
New Hamburg.....	3	2	45	44	43	1	42
Pawling.....	7	1	32	30	32	2	30
Pine Plains.....	3		81	78	77	3	74
Poughkeepsie.....	147	62	5,020	4,832	4,680	186	4,494
<i>Agricultural implements</i> .....	3		909	847	909	62	847
<i>Tailoring</i> .....	12	9	694	678	693	16	677
<i>Women's white goods</i> .....	4		384	377	358	7	351
<i>Cigars</i> .....	6	1	371	367	370	4	366
<i>Motor vehicles</i> .....	2		364	346	364	18	346
Red Hook.....	6	3	126	124	120	2	118
Rhinebeck.....	7	3	18	17	16	1	15
Salt Point.....	2		51	5	3		3

\* See also Deposit



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 195

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
440	702		970	25	2	144	1	14	73	630	425	
4			4							4		
12	37		37								37	
16	45		60		1					16	45	
10			10								10	
2			2								2	
74			67			7		5		49	20	
2	68		53	10	1	5	1			68	2	
4			4							4		
6			8								8	
22			22								22	
5			5							5		
15			14	1					5		10	
21			20	1					2	10	9	
10			10								10	
8			8								8	
11			11								11	
20			19	1						20		
14			14								14	
11			11								11	
13			13								13	
12	442		347	4		103		5		299	150	
18			13			5		4		14		
11			11								11	
117	110		195	8		24			66	141	20	
945	3,738	3,975	6,452	129	28	2,014	35	265	3,521	4,821	51	
38	62		98			2			2	98		
4			4							4		
	38		38							38		
5			5							5		
3			3							3		
	415		413	2					50	365		
2			2						2			
31	692	381	891	21	4	186	2	8	236	860		
	625		616	9					62	473		
		381	178	12	4	185	2	6		376		
2			2							2		
2			2							2		
3	55		55							55		
3			3							3		
6			6							6		
83	123	1,368	987	54	1	521	11	20	302	1,242	10	
	76	767	396	33		414				842		
		361	268	16		70				361		
		250	250						250			
33			31			2		4	16	13		
56			45		1	10		1	3	52		
7	35		41			1				42		
30			30						2	28		
19	55		74							74		
546	1,972	1,976	3,161	50	22	1,239	22	227	2,728	1,498	41	
	40	807	843	2	2			2	807	38		
22		655	133	18	2	423	3	6	664	18		
9	240		24			226			240	9		
17	71	284	96	8	4	247	12	27	32	307		
16		330	346							346		
6	112		81	1		36			28	92		
15			15						6	9		
3			3						2	1		

under Broome County.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There of 14-16 years of age.	
DUTCHESS COUNTY—Concluded.								
Staatsburg	3	4	17	17	11			11
Stanfordville	1		19	18	19	1		18
Stonoco ( <i>crushed stone</i> )	1		275	275	250			250
Stormville	1		4	4	4			4
Tivoli	1		6	6	3			3
Wappingers Falls	6	6	14	14	13			13
Washington Hollow	1		2	2	2	1		2
Wassaic	1		49	48	49			48
Wingdale	1		133	131	133	2		131
ERIE COUNTY	2,234	1,612	89,789	83,682	81,611	6,066	3	75,545
Akron	15	12	359	352	281	7		274
Alden	5	2	125	123	114	2		112
Angola	5		211	207	183	4		179
Blasdell	4		592	577	376	15		361
<i>Rolling mills and steel works</i>	1		380	376	164	4		160
Buffalo (see Table XIII)	2,054	1,499	72,933	67,692	67,497	5,204		62,293
Chaffee	2	2	3	3				3
Cheektowaga	6	1	888	862	888	26		862
<i>Railway repair shops</i>	1		673	663	673	10		563
<i>Fertilizers</i>	2		285	269	285	10		269
Clarence	1		5	5	5			5
Colden	3	3	5	5	5			5
Depew	13	2	3,771	3,642	3,582	126		3,456
<i>Car wheels and railway equipment</i>	2		2,380	2,303	2,337	75		2,262
<i>Railway repair shops</i>	2		1,153	1,094	1,044	38		1,006
East Aurora	14	17	346	291	340	54	3	286
<i>Printing and publishing</i>	2	4	269	218	267	50		217
Ebenezer	3	3	6	6	6			6
Eden Center	4		113	111	89	2		87
Farnham ( <i>canning fruits and vege- tables</i> )	1		236	236	236			236
Gardenville	2		87	87	87			87
Gowanda*	5		36	36	30			30
Hamburg	9	12	238	234	134	4		130
Holland	5	4	45	45	40			40
Lackawanna	7	2	6,652	6,141	4,811	511		4,300
<i>Rolling mills and steel works</i>	1		6,361	5,861	4,620	600		4,020
Lancaster	14	8	678	659	674	19		655
<i>Castings (iron)</i>	1		428	420	428	8		420
North Collins	6	6	23	22	22	1		21
Sardina	2	1	3	3	2			2
Springville	17		209	209	193			193
Tonawanda	32	38	2,175	2,085	1,963	90		1,873
<i>Pig iron</i>	1		477	465	437	12		425
<i>Articles of horn, bone, tortoise shell, etc.</i>	1	2	402	400	334	2		332
<i>Rolling mills and steel works</i>	2	2	361	352	341	9		332
<i>Paper mills</i>	2	4	267	257	251	10		221
Williamsville	5		50	49	50	1		49
ESSEX COUNTY	50	19	1,442	1,390	1,306	52		1,254
Ausable Chasam†	1		5	5	5			5
Ausable Forks	5	2	203	201	200	2		198
Crown Point	2		20	20	6			6
Elizabethtown	2	3	19	19	10			10
Essex	1		52	51	46	1		45
Jay	3	3	9	9	9			9
Keeseville†	6	2	65	61	65	4		61
Mineville	3		112	95	112	17		95
Moriah	1		5	5	5			5

\* See also Gowanda, under Cattaraugus County.

† See also Ausable Chasm.

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYERS AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
11			11						11			
18			18							18		
		250	250							250		
4			4							4		
3			3							3		
13			13						4	3	6	
2			2								2	
	48		31			17					48	
	131		130	1					1	130		
8,144	28,237	39,164	60,261	2,178	514	12,168	424	4,789	21,439	38,969	10,348	1
39	235		185	8	1	80		1	61	212		
10	102		101	1	7	3		7		105		
7	172		167	11				1		178		
	361		348	5		8				281	80	
	160		160							160		
7,732	25,504	29,057	48,043	1,889	462	11,487	412	4,616	20,206	33,918	3,553	1
3			3							3		
9	78	775	841	20	1			30	212	620		
		563	545	18						563		
	67	212	267	1	1				212	67		
5			5							5		
5			5							5		
23	213	3,220	3,361	86	5	4		7	620	529	2,300	
	48	2,214	2,219	41	2			2		88	2,174	
		1,006	988	38					615	391		
32	41	213	197	13	1	75		72	145	67	2	
		213	130	13	1	73		72	145			
6			6							1	5	
11	76		44			43				87		
		236	72	7	7	147	3	10		226		
1	86		78	4	5				1	86		
8	22		30						22	6	2	
35	95		79	6	1	44		1		129		
14	26		40							38	2	
8	272	4,020	4,245	52	3			2	4	324	3,970	
		4,020	3,970	50						50	3,970	
26	209	420	900	39	10	6		15	110	528	2	
		420	405	15						420		
21			14			7				21		
2			2							1		
43	150		93			100				193		
86	564	1,223	1,670	36	11	148	8	19	50	1,371	433	
		425	425								425	
		332	226	20		86				332		
	82	250	315	5	2	10		2		330		
5		216	217	3	1					221		
18	31		32			16		8	3	34	4	
151	883	220	1,191			63		151	9	377	717	
5			5								5	
10	188		198						5	5	188	
6			6							6		
10			10					3		7		
	45		35			10				45		
9			9							9		
9	52		61							58	3	
15	80		95							95		
			5							5		

under Clinton County.

‡ See also Keeseville, under Clinton County.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>ESSEX COUNTY—Concluded.</b>								
Port Henry.....	10	4	223	219	209	4	.....	205
Ticonderoga.....	15	5	632	612	542	20	.....	522
<i>Pulp and paper mills</i> .....	2	.....	459	445	374	14	.....	369
Willsboro.....	1	.....	97	93	97	4	.....	93
<b>FRANKLIN COUNTY.....</b>	<b>78</b>	<b>50</b>	<b>1,677</b>	<b>1,640</b>	<b>1,658</b>	<b>37</b>	.....	<b>1,621</b>
Bangor.....	1	.....	3	3	3	.....	.....	3
Brainardsville.....	2	3	9	9	9	.....	.....	9
Brushton.....	2	.....	4	4	4	.....	.....	4
Chasm Falls.....	1	.....	8	8	8	.....	.....	8
Chateaugay.....	8	3	82	81	82	1	.....	81
Dickinson Center.....	2	2	24	24	24	.....	.....	24
Duane.....	1	.....	14	14	14	.....	.....	14
Faust.....	3	2	158	156	143	2	.....	141
Malone.....	32	28	695	680	695	15	.....	680
Moirs.....	2	.....	27	26	27	1	.....	26
North Bangor.....	1	2	15	15	15	.....	.....	15
St. Regis Falls.....	5	1	239	235	239	4	.....	235
Saranac Lake.....	9	6	103	98	103	5	.....	98
Skerry.....	2	1	14	14	14	.....	.....	14
Tupper Lake.....	7	2	282	273	278	9	.....	269
<i>House trim</i> .....	2	.....	233	228	233	6	.....	223
<b>FULTON COUNTY.....</b>	<b>273</b>	<b>13</b>	<b>9,658</b>	<b>9,455</b>	<b>9,332</b>	<b>203</b>	.....	<b>9,129</b>
Bleecker.....	6	.....	59	59	59	.....	.....	59
Broadalbin.....	5	.....	180	178	180	2	.....	178
Gloversville.....	153	4	6,190	6,052	5,946	138	.....	5,808
<i>Gloves and mittens</i> .....	73	.....	3,879	3,807	3,828	72	.....	3,756
<i>Leather</i> .....	21	.....	1,267	1,255	1,098	12	.....	1,086
Green Lake.....	1	.....	20	20	20	.....	.....	20
Johnstown.....	90	9	2,777	2,717	2,695	60	.....	2,635
<i>Gloves and mittens</i> .....	41	2	1,400	1,367	1,383	33	.....	1,350
<i>Leather</i> .....	20	.....	813	809	748	4	.....	744
<i>Hosiery and knit goods</i> .....	3	.....	277	275	277	2	.....	275
Mayfield.....	4	.....	197	195	197	2	.....	195
Northville.....	9	.....	189	188	189	1	.....	188
Pecks Park.....	1	.....	10	10	10	.....	.....	10
Pine Lake.....	2	.....	20	20	20	.....	.....	20
Vail Mills.....	2	.....	16	16	16	.....	.....	16
<b>GENESEE COUNTY.....</b>	<b>107</b>	<b>51</b>	<b>4,361</b>	<b>4,203</b>	<b>3,458</b>	<b>157</b>	.....	<b>3,301</b>
Alabama.....	1	.....	10	10	10	.....	.....	10
Batavia.....	65	38	3,073	2,976	2,420	97	.....	2,323
<i>Agricultural implements</i> .....	2	.....	1,330	1,287	1,014	43	.....	971
<i>House trim</i> .....	4	.....	404	401	301	3	.....	298
<i>Canning fruits and vegetables</i> .....	1	.....	399	398	176	1	.....	175
Bergen.....	3	.....	76	74	75	2	.....	73
Corfu.....	2	1	4	4	3	.....	.....	3
Elba.....	1	.....	40	40	40	.....	.....	40
Le Roy.....	23	6	720	672	550	47	.....	503
<i>Miscellaneous groceries</i> .....	2	.....	248	225	227	23	.....	204
Oakfield.....	9	6	421	410	357	11	.....	346
Pavilion.....	3	.....	17	17	3	.....	.....	3
<b>GREENE COUNTY.....</b>	<b>64</b>	<b>36</b>	<b>1,764</b>	<b>1,739</b>	<b>1,725</b>	<b>25</b>	.....	<b>1,700</b>
Alsen (cement and lime).....	1	.....	204	200	204	4	.....	200
Athens.....	11	10	296	296	265	.....	.....	265
Cairo.....	3	2	8	8	6	.....	.....	6
Catskill.....	28	12	642	632	638	10	.....	628
<i>Building brick</i> .....	3	.....	541	539	541	2	.....	539

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
40	165		167			38				62	143	
42	260	220	507			15		148	4	85	285	
	140	220	354			6		140		6	214	
	93		93								93	
333	1,288		1,637	38	18	218	10	36	186	1,176	223	2
3			3						3			
9			9							9		
4			4							4		
8			8								8	
36	45		79	1	1			1	4	2	74	
24			24							24		
14			13			1				14		1
6	135		118	17	6			12		129		
141	539		457	8	1	207	7	11	105	447	117	
4	22		26							26		1
15			15								15	
5	230		225	6	4			6		227	2	
38	60		83	1	2		9	4	70	22	2	
14			14					2		12		
12	257		259	5	3	2			4	260	5	
	228		221	3	3	1				228		
1,333	5,764	2,032	5,961	107	87	2,891	83	254	7	8,848	20	6
59			59							59		
22	156		90	9	4	70	5	9		169		
725	3,272	1,811	3,771	68	60	1,858	51	182		5,606	20	6
344	1,601	1,811	1,967	62	44	1,652	41	83		3,673		2
69	1,017		1,069	5		12				1,086		
	20		20							20		
430	1,984	221	1,745	27	23	815	27	63	7	2,565		
192	937	221	78	18	12	622	17	29		1,321		
63	681		715			31				744		
	275		71	2	3	192	8	11		264		
12	183		115	2		76				195		
39	149		115	1		72				188		
10			10							10		
20			20							20		
16			16							16		
301	1,817	1,183	2,548	88	19	623	23	455	283	1,314	1,249	3
10			10						10			
160	980	1,183	1,842	62	18	391	10	418	151	797	957	
	75	896	916	18	5	33		5	33	75	868	
11		287	294	4				287	9	2		
	175		90	9		78			78	9	90	
6	67		47	8		17	1	1		72		2
3			3						2	1		
	40		40							40		
95	408		294	16	1	180	12	36	120	259	88	1
	204		108	4	1	85	6	7	76	38	83	
24	322		309	2		35				142	204	
3			3							3		
156	1,025	519	1,414	14	2	268	2	70	102	1,013	515	
		200	200								200	
16	249		205			60		60	7	198		
6			5			1			2	4		
78	550		489	14	1	123	1	6	23	599		
	339		326	14						339		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spec- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
GREENE COUNTY—Concluded.								
Cementon (cement and lime).....	1		325	319	325	6		319
Coxsackie.....	10	8	229	225	228	4		224
East Durham.....	1		4	4	4			4
New Baltimore.....	2	1	29	29	29			29
Oak Hill.....	2	1	5	5	4			4
Purling.....	1		12	12	12			12
West Coxsackie.....	3	2	8	7	8	1		7
Woodstock.....	1		2	2	2			2
HAMILTON COUNTY.....	2		33	33	23			23
Lake Pleasant.....	1		8	8	8			8
Wells.....	1		25	25	15			15
HERKIMER COUNTY.....	103		11,008	10,740	10,906	268	1	10,638
Cold Brook.....	5		34	34	34			34
Dolgeville.....	8		642	627	642	15		627
Felt goods.....	2		242	429	442	13		429
Frankfort.....	8		437	417	437	20		417
Herkimer.....	19		1,393	1,366	1,336	27	1	1,309
Store, office and kitchen fixtures.....	2		822	812	781	10	1	771
Hosiery and knit goods.....	1		297	295	297	2		295
Ilion.....	10		3,665	3,565	3,665	100		3,565
Typewriting and registering machines.....	1		2,251	2,218	2,251	33		2,218
Fire arms.....	1		1,072	1,021	1,072	51		1,021
Store, office and kitchen fixtures.....	2		235	222	235	13		222
Little Falls.....	42		4,460	4,368	4,417	92		4,325
Hosiery and knit goods.....	8		3,244	3,213	3,244	31		3,213
Leather.....	1		290	286	247	4		243
Mohawk.....	4		171	162	171	9		162
Newport.....	2		100	96	100	4		96
Poland.....	3		15	15	13			13
West Winfield.....	2		91	90	91	1		90
JEFFERSON COUNTY.....	165	49	7,115	6,974	6,861	113		6,748
Adams.....	7	2	151	100	116	23		93
Antwerp.....	9	3	65	63	65	2		63
Black River.....	5	1	136	129	128	7		121
Brownville.....	6	3	127	127	127			127
Carthage.....	8		551	540	539	11		528
Paper mills.....	3		354	347	342	7		335
Chaumont.....	3	1	8	8	8			8
Clayton.....	9	2	64	63	38	1		37
Deferiet (paper mills).....	1		510	510	510			510
Dexter.....	8	3	262	262	230			230
Felts Mills.....	2		90	90	90			90
Glen Park (pulp and paper mills).....	1		315	310	315	5		310
Great Bend.....	1		30	30	30			30
Herring.....	1		100	100	100			100
Natural Bridge.....	3	2	46	45	26	1		25
Philadelphia.....	5	1	45	44	45	1		44
Theresa.....	6	1	65	65	65			65
Watertown.....	82	27	4,170	4,108	4,081	62		4,019
Car wheels and railway equipment.....	2		1,620	1,600	1,620	20		1,600
Miscellaneous machinery.....	3	2	351	334	351	17		334
Carriages, wagons and sleighs.....	3		328	328	328			328
Silk and silk goods.....	2		200	200	160			160
West Carthage.....	8	3	380	380	348			348
KINGS COUNTY (New York City, Brook- lyn Borough. See Table XIII).....	6,887	4,342	155,887	151,845	136,543	4,001	25	132,542

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
		319	319								4	315	
23	201		138		1	84	1	4	65	155			
4			4								4		
4	25		20							29			
4			4							4			
12			12							12			
7			7						5	2			
2			2							2			
23			23							23			
8			8								8		
15			15							15			
334	2,731	7,573	7,696	159	22	2,726	35	64	61	10,503	10		
31			34							34			
17	312	298	458	7	1	154	7	8		619			
	131	298	287	7	1	129	5	0		423			
18	399		394	4	1	18		1		416			
44	383	882	1,041	24	3	238	3	5	13	1,287	4		
	184	587	753	18						771			
		295	69							291			
45	281	3,239	3,058	48	1	218	5	4	5	3,554			
		2,118	1,792	42	5	378	1	6		2,212			
		1,081	989	5		27				1,021			
		222	222							222			
151	1,020	3,154	2,528	73	10	1,694	20	38	43	4,238	6		
11	291	2,911	1,520	54	9	1,601	20	29		3,145			
		243	242		1			1		242			
9	153		39		2	117	4	6		156			
	96		44			52				96			
13			13							13			
3	87		87	3						90			
499	3,041	3,208	5,938	12	9	782	7	1,079	141	4,583	945		
25	68		69			24		2	40	21	30		
30	33		51	2		10		1		62			
25	96		112			9				69	52		
5	122		113			14			14	113			
19	299	210	495	5	1	27		1		244	283		
	125	210	811	3		21				74	261		
8			8						3	5			
37			26			11		4	9	21	3		
		510	500			10		500	10				
20	210		213			17				112	118		
10	80		90								90		
		310	308			2		308		2			
	30		30							30			
	100		100								100		
5	20		25			2				5	20		
14	30		42			20		1	5	38			
29	36		43	2						57	8		
262	1,579	2,178	3,352	3	4	623	7	260	58	3,552	149		
		1,600	1,600							1,600			
5		331	334							332			
	81	247	318			10		29		299			
	160		23		1	130	6	7		163			
10	338		331		4	13		2	2	252	92		
25,323	62,470	44,749	90,005	2,112	577	38,687	1,161	14,935	66,684	47,409	3,514	17	

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		NUMBER			
			Total.	There-of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There-of 14-16 years of age.	
<b>LEWIS COUNTY</b> .....	60	22	997	990	925	7		918
Beaver Falls.....	2		90	90	90			90
Castorland.....	5	2	40	38	40	4		36
Croghan.....	6	2	34	34	34			34
Glenfield.....	1		30	30	18			18
Gouldtown.....	1		15	15	15			15
Harrisville.....	5		147	144	147	3		144
Lowville.....	22	9	232	232	200			200
Lyonsdale.....	3		101	101	91			91
Lyons Falls.....	6	5	130	130	130			130
Natural Bridge.....	1		6	6	6			6
Oscola.....	3	3	10	10	10			10
Port Leyden.....	4	1	112	112	112			112
Turin.....	1		50	50	32			32
<b>LIVINGSTON COUNTY</b> .....	114	52	1,923	1,829	1,531	92		1,439
Avon.....	18	12	176	169	159	7		152
Caledonia.....	10	4	182	175	157	5		152
Cuylerville.....	1		128	125	109	3		106
Dansville.....	26	13	525	467	493	58		435
East Avon.....	1		10	10	5			5
Geneseo.....	14	8	257	253	161	4		157
Canning fruits and vegetables.....	2	1	207	204	113	3		116
Groveland.....	2		54	52	22	2		20
Lima.....	7	6	25	25	24			24
Mount Morris.....	20	5	212	206	112	6		106
Nunda.....	9	3	141	138	108	3		105
Piffard.....	2		101	100	74	1		73
Retsof.....	1		98	95	98	3		95
Tuscarora.....	3	1	14	14	9			9
<b>MADISON COUNTY</b> .....	100	36	2,441	2,426	2,240	15		2,225
Canastota.....	30	9	573	565	519	8		511
Cazenovia.....	8	5	217	217	124			124
Chittenango.....	1		45	45	45			45
De Ruyter.....	1		6	6				
Eaton.....	3		16	16	16			16
Hamilton.....	8		160	160	158			158
Kenwood.....	1		36	36	36			36
Lenox.....	1		50	50	35			35
Leonardsville.....	3	3	44	43	44	1		43
Oneida.....	44	19	1,294	1,288	1,263	6		1,257
Caskets.....	1		262	262	262			262
Cigars.....	7	6	211	207	207	4		203
<b>MONROE COUNTY</b> .....	1,547	968	61,977	58,702	58,547	3,260	6	55,287
Barnard.....	1		19	19	19			19
Bealsburg.....	1		51	51	51			51
Brighton.....	1		42	41	42	1		41
Brockport.....	16	4	636	618	566	18		548
Boots and shoes.....	1		278	265	278	13		265
Charlotte.....	4	2	176	172	176	4		172
Chili.....	1		50	50	50			50
Churchville.....	3	4	35	35	6			6
East Rochester.....	7	1	1,815	1,771	1,815	44		1,771
Cars.....	1		880	860	880	30		860
Pianos, organs, etc.....	1		824	813	824	11		813
Fairport.....	17	11	860	833	768	27		741
Sheet metal work.....	1		447	434	447	13		434
Canning fruits and vegetables.....	1		285	280	224	6		219
Garbutt.....	4		151	145	151	6		145



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 203

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
235	683		810	9	2	95	2	15	14	672	217	
	90		90							90		
36			27	1		8				36		
34			34							34		
18			18							18		
15			15								15	
9	135		136	8						51	93	
70	130		188			12		12	6	182		
4	87		88			3			3	38	50	
5	125		130					1		129		
6			6							6		
10			10						3	7		
28	84		48		2	60	2	2	2	81	27	
	32		20			12					32	
351	1,088		1,124	4	1	310		121	402	698	218	
73	79		132			20		14	12	45	81	
35	117		144	1		7		5	7	65	75	
	106		108							106		
61	374		289			146		11	362	35	27	
5			5							5		
42	115		69	3	1	84		6	5	115	31	
	115		31	3	1	80		1		89	26	
20			8			12				20		
24			20			4		10	2	12		
53	51		89			17		7	14	83	2	
22	83		98			7				103	2	
5	68		65			8		68		5		
	95		95							95		
9			4			5				9		
349	1,614	262	1,748	9	7	448	13	617	158	1,391	59	
111	400		456			55		9	98	365	39	
44	80		107		1	16		8	9	100	7	
	45		30	2	1	10	2	3		42		
16			16							16		
19	139		80			78			7	151		
	36		10			26				36		
	35		30			5				35		
4	39		43							40	3	
155	840	262	976	7	5	258	11	597	44	606	10	
		262	187	3		72		306				
17	186		187		3	21	1	185		20		
6,404	21,143	27,740	37,497	1,046	338	15,949	457	3,312	41,333	10,298	344	6
19			19							19		
	51		50	1				51				
	41		41							41		
59	224	265	397	19	3	127	2	5	90	453		
		265	150	14	2	97		4		261		
12	160		166			6			6	6	160	
	50		48	2					50			
6			6							6		
23	85	1,663	1,752	4		15			1,748	8	15	
		860	860						860			
		819	800			9			819			
49	39	653	418	15	2	304	2	4	11	726		
		434	318	10		106				434		
		219	60	6	2	150	2	4		216		
10	135		145							105	40	

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>MONROE COUNTY—Concluded.</b>								
Gates.....	6	2	1,099	1,062	1,093	37		1,056
Car wheels and railway equipment..	1		666	631	666	35		631
Cooking and heating apparatus.....	1		215	215	215			215
Greece.....	3	1	2,280	2,180	2,280	100		2,180
Miscellaneous chemicals.....	1		2,171	2,171	2,171	100		2,171
Honeoye Falls.....	8	8	72	72	31			31
Irondequoit.....	1	1	5	5	5			5
Lincoln Park.....	2		251	242	233	9		224
Mumford.....	2		17	17	17			17
Pittsford.....	4	1	16	16	16			16
Rochester (see Table XIII).....	1,455	926	54,023	50,997	51,090	3,011	6	48,079
Scottsville.....	2	1	18	18	8			8
Spencerport.....	2	1	32	31	8	1		7
Webster.....	7	5	329	327	122	2		120
Canning fruits and vegetables.....	1		226	225	19	1		18
<b>MONTGOMERY COUNTY.....</b>	<b>121</b>	<b>3</b>	<b>13,174</b>	<b>12,939</b>	<b>12,916</b>	<b>235</b>		<b>12,681</b>
Akin.....	1		147	147	147			147
Amsterdam.....	67		10,135	9,984	9,901	151		9,750
Carpets and rugs.....	4		3,822	3,760	3,761	62		3,699
Hosiery and knit goods.....	9		3,641	3,611	3,559	30		3,529
Silk and silk goods.....	2		625	619	600	6		594
Brooms.....	4		573	562	535	11		524
Pearl buttons, handles, etc.....	1		444	434	444	10		434
Cotton goods.....	2		331	331	308			308
Canajoharie.....	10		451	405	451	46		405
Canning fruits and vegetables.....	1		299	260	299	39		260
Fonda.....	3		74	71	74	3		71
Fort Plain.....	19		728	722	715	6		709
Hosiery and knit goods.....	2		508	505	508	5		503
Fultonville.....	5		178	174	178	4		174
Hagaman (hosiery and knit goods).....	1		374	372	374	2		372
Harrover (cotton goods).....	1		251	248	251	3		248
Palatine Bridge.....	2		24	24	13			13
St. Johnsville.....	11	3	791	772	791	19		772
Hosiery and knit goods.....	3		485	477	485	8		477
Pianos, organs, etc.....	1		224	210	224	8		216
Tribes Hill.....	1		21	20	21	1		20
<b>NASSAU COUNTY.....</b>	<b>188</b>	<b>83</b>	<b>1,994</b>	<b>1,937</b>	<b>1,704</b>	<b>56</b>		<b>1,648</b>
Baldwin.....	2		18	18	11			11
Cedarhurst.....	2		14	14	9			9
Central Park.....	2	1	22	22	7			7
East Rockaway.....	2		7	7	6			6
Farmingdale.....	14	8	274	270	172	4		168
Freeport.....	13	3	77	75	75	2		73
Garden City.....	3		15	15	15			15
Glen Cove.....	21	16	421	387	350	33		317
Leather belting, washers, etc.....	1		350	320	279	29		250
Glenhead.....	1		45	45	40			40
Glenwood.....	4	4	29	29	29			29
Great Neck.....	1	1	2	2	2			2
Hempstead.....	16	3	83	83	77			77
Hicksville.....	17	13	186	181	149	5		144
Inwood.....	1	1	1	1	1			1
Lawrence.....	4		30	30	26			26
Long Beach.....	1		2	2	2			2
Lynbrook.....	7	3	29	29	23			23
Manhasset.....	2		19	18	19	1		18
Merrick.....	1		25	25	22			22
Mineola.....	5	1	32	32	31			31
New Hyde Park.....	4	3	26	26	24			24
Oyster Bay.....	11	7	25	25	24			24

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
3.	207	846	1,048	8					1,053	3		
		631	631						631			
		215	215						215			
9		2,171	1,482	25		673		2	2,171		7	
		2,171	1,473	25		673			2,171			
31			29			2		5		22		
5			5					5				
	224		124		4	93	3		7	217		5
17			17							17		
16			16							16		
6,057	19,880	22,142	31,637	972	329	14,691	450	3,240	36,190	8,527	122	1
8			5			3			3	5		
7			7							7		
73	47		85			35				120		
18			12			6				18	18	
432	2,505	9,744	6,681	319	72	5,501	108	494	601	11,566	20	
	147		65	7		74	1	1		146		
229	1,562	7,949	5,144	267	54	4,202	83	187	589	8,974		
		3,699	2,078	177	32	1,404	10	42		3,667		
	307	3,222	1,539	52	16	2,072	44	60		3,469		
		594	117	2		470	5	2	589			
	524		522		2			2		522		
		434	274	5		138	17	17		417		
	308		191	26	1	84	6	7		301		
30	115	260	237	7	1	157	3	260	12	133		
		260	147	7	1	102	3	260				
6	65		58	1		12				71		
98	159	452	389	15	9	287	9	26		683		
	51	452	220	12	8	257	6	14		480		
28	146		75			99				174		
		372	146	4	1	217	4	5		367		
		248	117	4	2	121	4	6		242		
13			7			6				13		
18	291	463	423	14	5	326	4	9		763		
	230	247	168	8	4	226	4	3		469		
		216	191	6	1	18		1		216		
	20		20								20	
736	662	250	1,477	12	9	145	5	108	521	977	42	1
11			11						11			
9			9					9				
7			7							7		
6			6						3		3	
45	123		156		3	9			18	150		
73			69	2		2		10	42	21		
15			15							11	4	
67		250	305	3	1	8		11	273	23	10	
		250	247	3					250			
	40		40							40		
29			29						24	5		
2			2							2		
56	21		76			1		4	23	50		
97	47		64	3	2	70	5	7	23	110	4	
1			1							1		
26			26					20		6		
2			2								2	
23			19			4		1	12	10		
18			18					14			4	
	22		22						22			
31			13			18		2		29		1
24			24							24		
24			22			2		6	3	11	4	

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER		
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.	
						Total.	There- of 14-16 years of age.
							Total.
<b>NASSAU COUNTY—Concluded.</b>							
Port Washington.....	10	4	194	191	194	3	191
Rockville Center.....	14	2	87	85	81	2	79
Roslyn.....	11	2	259	254	251	5	246
<i>Sifted sand and mortar.</i> .....	4	.....	226	222	226	4	222
Sea Cliff.....	6	5	15	15	15	.....	15
Thomaston.....	3	.....	11	10	11	1	10
Valley Stream.....	2	2	4	4	4	.....	4
Westbury.....	3	3	3	3	3	.....	3
Woodbury.....	1	1	8	8	4	.....	4
Woodmere.....	4	.....	31	31	27	.....	27
<b>NEW YORK COUNTY (New York City, Manhattan and Bronx Boroughs. See Table XIII).</b> .....	22,093	11,876	510,609	489,290	439,557	21,077	144,418,480
<b>NIAGARA COUNTY.....</b>	352	269	17,292	16,483	15,223	803	3,14,420
Appleton.....	1	.....	19	19	19	.....	19
Barker.....	4	2	107	106	53	1	52
Gasport.....	4	2	91	88	78	3	75
La Salle.....	1	.....	2	2	2	.....	2
Lockport.....	123	71	3,000	2,859	2,659	141	2,518
<i>Paper mills.</i> .....	5	1	352	368	358	14	344
<i>Pulp and fibre goods.</i> .....	1	.....	242	234	242	8	234
<i>Motor vehicles.</i> .....	6	4	218	207	186	11	175
<i>Printing and publishing.</i> .....	9	2	205	184	193	21	172
Middleport.....	12	3	406	399	205	7	198
<i>Canning fruits and vegetables.</i> .....	1	.....	255	250	97	6	92
Model City.....	1	.....	162	160	24	2	22
Newfane.....	4	3	92	91	74	1	73
Niagara Falls.....	136	121	9,333	8,832	8,486	406	3,7,990
<i>Silver and plated ware.</i> .....	2	1	1,220	1,191	1,162	29	1,133
<i>Miscellaneous metal goods.</i> .....	5	2	1,138	1,115	920	23	897
<i>Sodas and other alkalies.</i> .....	6	3	986	957	923	49	874
<i>Miscellaneous chemicals and drugs.</i> .....	7	1	986	945	941	37	904
<i>Abrasives.</i> .....	2	.....	857	774	848	83	765
<i>Electric light and power.</i> .....	3	.....	623	476	623	47	476
<i>Pulp and paper mills.</i> .....	2	.....	483	482	362	11	351
<i>Bookbinding and blank book making.</i> .....	1	.....	467	404	441	61	380
<i>Crackers and biscuits.</i> .....	1	.....	400	380	340	40	300
<i>Asbestos, graphite, etc.</i> .....	2	.....	320	317	245	3	242
<i>Paper mills.</i> .....	5	3	318	308	303	10	293
<b>NORTH TOWNSEND.....</b>	61	65	3,841	3,690	3,486	150	3,336
<i>Miscellaneous hardware.</i> .....	1	5	881	793	783	29	755
<i>House trim.</i> .....	12	16	477	456	438	21	417
<i>Pig iron.</i> .....	1	3	446	440	381	6	375
<i>Cooking and heating apparatus.</i> .....	2	1	372	355	330	17	313
<i>Stationary engines, boilers, etc.</i> .....	3	3	368	357	368	11	357
<i>Pianos, organs, etc.</i> .....	3	3	340	332	325	8	317
<i>Silk and silk goods.</i> .....	1	2	334	320	334	14	320
<i>Packing boxes, crates, etc.</i> .....	4	2	234	227	191	7	184
Ransomville.....	3	.....	72	72	64	.....	64
Sanborn.....	1	2	41	40	13	1	12
Wilson.....	1	.....	126	125	60	1	59
<b>ONEIDA COUNTY.....</b>	427	111	26,723	26,157	25,882	566	25,316
Boonville.....	15	9	74	74	74	.....	74
Camden.....	23	9	445	441	424	4	420
<i>Furniture and upholstery.</i> .....	6	2	231	227	231	4	227
Capron.....	1	.....	94	94	94	.....	94

\* Including 2 children under 14 years

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
21	170		191							191		
55	24		53	3	1	22		1	57	16	5	
31	215		244			2			10	232	4	
7	216		222							222		
15			13	1	1			5		10		
10			10					4		4	2	
4			4							4		
3			3							3		
4			4							4		
27			19		1	7		14		13		
99,277	232,981	86,222	256,046	3,099	1,163	154,444	2,828	83,792	252,564	79,404	2,720	* 31
1,256	5,647	7,517	11,696	463	69	2,120	72	660	2,503	7,802	3,455	
19			10			8	1	9		10		
5	47		32		2	17	1	3		49		
36	39		50	2	3	15	5	16		59		
2			2						2			
418	1,866	234	2,033	36	12	426	11	68	426	1,431	593	
	344		330	2		12			12	9	323	
		234	222	9	2				2	9	222	
14	161		175	3						175		
53	114		93	3	1	75		27	90	55		
36	162		114	7		73	4	65	11	92	30	
	93		50	3		66	3	3		59	30	
	22		20			2				22		
20	53		47	2	1	23		1	1	71		
488	2,410	5,092	6,785	154	17	1,002	32	443	1,868	3,233	2,446	
		1,133	743	45	2	341	2	4	1,129			
1	322		574	14		35		2	55	755	85	
1	251		869	4	1			3	1	551	519	
22	70		879	19		6		6	203	97	598	
	48		706	17		42				50	706	
5	150		476	1					150	326		
	118		342	20		8		112	9	230		
		300	176	4	4	160	20	24		356		
			167	4		129				300		
	242		238	4						4	238	
	293		279	4		10		133	2	109	49	
201	944	2,191	2,545	257	29	487	18	50	195	2,705	386	
		755	486	180		90				755		
41	376		386	24	7			6	40	372		
			375								375	
	60		313							313		
	139		227							227		
13	59		278	10	7	22		7		310		
		320	278	2	1	248	15	15		305		
	184		64	24	10			10		174		
19	45		22			42				64		
12			10			2				12		
	59		26	5	5	23		5		54		
1,568	7,865	15,883	16,231	375	162	8,308	240	939	1,937	22,119	321	
52	22		65			9			18	56		
97	323		300	2	1	116	1	3		417		
32	185		222	2	1	2				227		
	94		7			84	3	3	91			

of age employed in office.

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
ONEIDA COUNTY—Concluded.								
Chadwicks	3		596	584	548	12		536
Dyeing, finishing, etc.	1		339	331	339	8		331
Clarks Mills (upholstery goods)	1		419	413	419	6		413
Clayville	3		235	232	235	3		232
Hosiery and knit goods	1		208	205	208	3		205
Florence	1		6	6	6			6
Hinckley (pulp mills)	1		218	216	218	2		216
Kenwood	2		162	161	162	1		161
Lee	1		44	44	44			44
McConnellsville	2		58	58	58			58
New Hartford	8	1	398	386	398	12		386
New York Mills (cotton goods)	2		1,810	1,793	1,810	17		1,793
Oriskany	2		259	253	259	6		253
Oriskany Falls	5		425	422	331	3		328
Hosiery and knit goods	2		412	409	318	3		315
Rome	73	30	4,482	4,408	4,029	74		3,955
Miscellaneous brass and bronze ware.	5		1,122	1,106	1,122	16		1,106
Copper work	2	1	892	869	659	23		636
Metal furniture	1		576	560	368	16		350
Canning fruits and vegetables	1		460	460	460			460
Hosiery and knit goods	4		439	439	432			432
Miscellaneous wire work	1		200	186	200	14		186
Sauquoit	1		67	65	67	2		65
Sherrill (miscellaneous hardware)	1		372	359	372	13		359
Stittville	4		175	175	158			158
Utica (see Table XIII)	258	57	15,650	15,252	15,447	398		15,049
Vernon	3	4	38	38	33			33
Waterville	6		84	81	84	3		81
Westdale	1		15	15	15			15
Whitesboro	9	1	464	464	464			464
Hosiery and knit goods	1		298	298	298			298
Yorkville	1		133	123	133	10		123
ONONDAGA COUNTY	569	596	30,474	28,517	29,104	1,956	1	27,148
Baldwinsville	17	19	413	393	410	20		390
Stationary engines, boilers, etc.	1	3	219	209	219	10		209
Camillus	4	3	380	372	380	8		372
Cutlery	1		287	282	287	6		282
Cicero	1	1	14	14	14			14
Dewitt	1		47	40	47	7		40
East Syracuse	3	4	335	318	335	17		318
Silver and plated ware	1	2	327	312	327	15		312
Eastwood	5	2	864	847	864	17		847
Cooking and heating apparatus	1		642	634	642	8		634
Elbridge	2	3	28	27	20	1		19
Fayetteville	9	6	328	318	300	10		290
Geddes	2		97	94	97	3		94
Hart Lot	1		32	32	32			32
Jamesville	1		9	9	9			9
Jordan	6	6	17	17	17			17
Liverpool	1	1	46	45	28	1		27
Manlius	6	9	301	293	283	8		275
Cooking and heating apparatus	1	3	247	240	229	7		222
Marcellus	4	3	360	356	319	4		315
Woolens and worsteds	1		355	351	314	4		310
Marcellus Falls	4	1	64	63	64	1		63
Mottville	2	2	43	41	43	2		41
Skaneateles	9	8	137	133	132	4		128
Skaneateles Falls	3	7	298	291	298	7		291
Woolens and worsteds	1	2	203	200	203	5		200
Solvay	7	11	3,016	2,588	2,989	428	1	2,561
Sodas and other alkalis	1	4	2,590	2,187	2,590	403	1	2,187
Split Rock	1		51	50	51	1		50

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 209

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.							NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.				51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).					
	205	331	331	15	7	179	4	11		525	
		331	301	10	2	117	1	3		328	
		413	303	2	2	104	2	4		409	
27		205	128	8	6	82	8	14	191	27	
		205	102	8	6	81	8	14	191		
6			6							6	
		216	216							216	
7	154		49	4		108			154	7	
	44		30			14				44	
3	55		58							58	
19	367		162	8	4	208	4	8		378	
		1,793	1,129	39	10	602	13	23		1,770	
	253		200	2	2	47	2	4	130	119	
13	315		118	5	4	197	4	8		320	
	315		108	6	4	184	4	8		307	
236	1,230	2,489	3,238	2	6	679	30	148	128	3,669	10
14	248		1,040		1	65		1	14	1,091	
4		632	628			6				636	
		350	350							350	
		480	360			100				480	
	229	203	46		1	360	25	26		406	
	186		128			56	4		4	182	
	65		27			38				65	
		359	300	27	2	30		2	357		
10	148		64	2	2	88		4		154	
1,031	4,239	9,779	9,045	254	112	5,474	164	684	749	13,305	311
8	25		31			2		4		29	
26	55		49	1		31				81	
15			15							15	
18	148	298	245	4	3	209	3	11	4	449	
		298	82	2	5	208	5	6		292	
	123		115		1	7		8	115		
2,307	9,409	15,432	21,711	340	155	4,789	173	2,442	10,312	14,097	297
106	75	209	372	2		16			215	175	
		209	209						209		
8	82	282	277	6	6	79	4	2		370	
		282	248	6	6	20	2			282	
14			2			12				14	
	40		40							40	
6		312	218	22	8	68	2	14		304	1
		312	212	22	8	68	2	10		302	1
34	179	634	841	2		4			4	843	
		634	634							634	
19			18			1			2	17	
38	252		241	4		45		6	88	183	13
	94		94							94	
	32		26			6				6	26
9			9							9	
17			15			2			2	13	2
	27		19	1						27	
7	46	222	256			19				275	
		222	216			6				222	
5		310	204	2	4	103	2	6	3	306	
		310	201	2	4	101	2	6		304	
22	41		57			6				12	51
10	31		20			20	1	1		40	
23	105		112			16		10	4	45	69
	91	200	176	10	2	103		2		289	
		200	180	8	2	70		2		198	
2	372	2,187	2,413	32	2	113	1	3	2,224	334	
		2,187	2,135	32					2,187		
	50		50							50	

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>ONONDAGA COUNTY—Concluded.</b>								
Syracuse (see Table XIII).....	474	508	23,520	22,106	22,298	1,413	.....	20,885
Warners.....	3	1	30	29	30	1	.....	29
West Phoenix.....	3	1	44	41	44	3	.....	41
<b>ONTARIO COUNTY.....</b>	<b>126</b>	<b>71</b>	<b>4,019</b>	<b>3,853</b>	<b>3,192</b>	<b>166</b>	<b>.....</b>	<b>3,026</b>
Canandaigua.....	28	19	644	609	596	35	.....	561
Sheet metal work.....	1	.....	430	400	406	30	.....	376
Clifton Springs.....	6	5	70	69	70	1	.....	69
Flint.....	1	2	7	7	7	.....	.....	7
Geneva.....	56	21	2,644	2,534	1,947	110	.....	1,837
Optical and photographic apparatus.....	3	.....	536	514	536	22	.....	514
Canning fruits and vegetables.....	1	.....	478	475	65	3	.....	62
Cooking and heating apparatus.....	2	.....	309	300	219	9	.....	210
Stationary engines, boilers, etc.....	6	1	229	211	225	18	.....	207
Sheet metal work.....	1	.....	201	200	76	1	.....	75
Gorham.....	2	.....	24	24	24	.....	.....	24
Littleville.....	1	.....	2	2	2	.....	.....	2
Manchester.....	3	2	78	78	78	.....	.....	78
Naples.....	8	7	20	20	17	.....	.....	17
Phelps.....	7	5	73	71	69	2	.....	67
Rushville.....	1	1	1	1	1	.....	.....	1
Shortsville.....	6	3	217	211	217	6	.....	211
Stanley.....	1	2	2	2	2	.....	.....	2
Victor.....	6	4	237	225	162	12	.....	150
<b>ORANGE COUNTY.....</b>	<b>229</b>	<b>114</b>	<b>13,413</b>	<b>13,056</b>	<b>12,469</b>	<b>357</b>	<b>.....</b>	<b>12,112</b>
Central Valley.....	4	3	43	42	39	1	.....	38
Cornwall.....	2	.....	19	17	19	2	.....	17
Cornwall Landing.....	3	.....	98	94	95	4	.....	91
Cornwall-on-Hudson.....	2	1	6	5	6	1	.....	5
Firthcliff (carpets and rugs).....	1	.....	587	571	587	16	.....	571
Goshen.....	10	3	203	196	178	7	.....	171
Highland Falls.....	5	4	13	13	12	.....	.....	12
Highland Mills.....	1	1	20	20	14	.....	.....	14
Mechanicstown.....	1	.....	10	10	10	.....	.....	10
Middletown.....	40	19	2,000	1,941	1,887	59	.....	1,828
Railway repair shops.....	1	.....	625	604	625	21	.....	604
Dairy products.....	1	.....	269	264	269	5	.....	264
Shirts, collars and cuffs.....	2	.....	201	200	190	1	.....	189
Monroe.....	6	4	74	70	70	4	.....	66
Montgomery.....	2	4	83	83	69	.....	.....	69
Moodna.....	1	.....	42	40	39	2	.....	37
New Hampton.....	1	.....	41	40	35	1	.....	34
New Windsor.....	11	.....	969	951	895	18	.....	877
Building brick.....	3	.....	233	233	175	.....	.....	175
Cars.....	1	.....	202	194	202	8	.....	194
Newburgh.....	89	47	4,917	4,729	4,468	188	.....	4,280
Tailoring.....	4	1	634	625	604	49	.....	604
Men's hats and caps.....	1	.....	641	635	632	6	.....	626
Woolens and worsteds.....	2	1	400	397	375	3	.....	372
Stationary engines, boilers, etc.....	3	.....	367	346	350	21	.....	329
Cotton goods.....	2	.....	552	549	561	3	.....	548
Boat and shipbuilding.....	2	1	521	516	460	6	.....	444
Dyeing, finishing, etc.....	1	.....	241	236	241	6	.....	236
Port Jervis.....	20	8	1,360	1,335	1,265	25	.....	1,240
Railway repair shops.....	1	.....	736	724	671	12	.....	659
Roseton (building brick).....	4	.....	1,251	1,245	1,152	6	.....	1,146
Salisbury Mills.....	1	.....	72	69	72	3	.....	69
Southfields.....	1	1	88	86	88	3	.....	85
Sparrowbush.....	1	.....	113	112	113	1	.....	112
Walden.....	13	8	1,171	1,151	1,144	12	.....	1,132
Cutlery.....	3	2	1,045	1,034	1,045	9	.....	1,034
Warwick.....	10	11	233	229	212	4	.....	206



and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
1,943	7,866	11,076	16,188	259	133	4,142	163	2,398	7,770	10,605	112	
3	26		29							29		
41			34			7				17	24	
489	1,755	782	2,440	28		558		66	202	2,734	24	
161	24	376	435	6		120		44	48	455	14	
		376	298	6		72				376		
14	55		66			3		8	2	59		
7			7							7		
219	1,212	406	1,390	20		427		10	145	1,674	8	
9	99	406	273	10		231				614		
	62		32			30				62		
	210		210							210		
21	188		207						30	177		
	75		68			17				75		
2	22		24							24		
2			2								2	
3	75		78			2				78		
17			15					4	2	11		
35	32		64	2		1				67		
1			1							1		
6	205		209			2			2	209		
2			2							2		
20	130		147			3			3	147		
829	5,303	5,980	9,148	260	69	2,597	38	1,803	3,398	6,649	262	
38			29			9		3	17	18		
17			17						10	7		
9	82		91						82	9		
5			5						4	1		
		571	375	18	19	150	9	28	543			
48	123		163	2		6		18	52	101		
12			10			2		5		7		
14			7	1		6			14			
10			10								10	
116	844	868	1,337	31	3	452	5	94	268	1,454	12	
		604	604			143				604		
		264	121			176				264		
	189		12				1	1	188			
21	45		66						6	47	13	
2	67		40	2	3	22	2	5	2	62		
	37		23			14			14		23	
	34		27			7			7		27	
26	851		805	14	4	54		4	476	320	77	
	176		171	4					175			
	194		190	4					194			
410	1,644	2,226	2,750	95	12	1,421	2	1,506	1,565	1,169	40	
7	137	671	173	8	1	632	1	808	7			
5		621	428	6		92		621	5			
	55	317	242	13	9	108		19		553		
	80	249	318	11					329			
	248		103	6	1	138		1	109	138		
12		232	232	12					244			
		236	142	19		75				236		
55	526	659	659	24	4	269	1	97	235	902	6	
	428	718	1,113	33					33	1,113		
	69		51			18				18	51	
	85		74	1	1	6	3	4		81		
	112		110	2						112		
23	171	938	911	32	21	152	16	37	61	1,034		
	96	953	839	32	20	129	14	34		1,000		
23	185		192	5	2	9		2	9	194	3	

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places inspected.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER		
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.	
						Total.	There- of 14-16 years of age.
ORLEANS COUNTY.....	77	76	2,327	2,291	1,854	36	1,818
Albion.....	31	24	690	685	526	5	521
Canning fruits and vegetables.....	2		535	535	428		428
Holley.....	9	9	167	165	90	2	88
Medina.....	37	43	1,470	1,441	1,238	29	1,209
Furniture and upholstery.....	6	6	590	580	497	10	487
Castings (iron).....	4	9	329	322	324	7	317
Canning fruits and vegetables.....	1	1	285	283	247	2	245
OSWEGO COUNTY.....	163	128	7,923	7,711	6,928	209	6,719
Altmar.....	1	3	35	35	10		10
Cleveland.....	4	7	43	42	31	1	30
Constantia.....	1	1	38	37	38	1	37
Fulton.....	43	34	1,818	1,765	1,472	51	1,421
Canning fruits and vegetables.....	1	1	497	492	292	3	289
Paper mills.....	4	4	296	285	273	11	262
Firearms.....	1	4	234	222	185	12	173
Lacono.....	3	4	32	32	31		31
Mexico.....	7	6	123	122	119	1	118
Minetto (oil cloth, window shades, etc.)	1		290	284	290	6	284
Oswego.....	63	39	4,674	4,539	4,181	135	4,046
Stationary engines, boilers, etc.....	7	6	756	721	731	35	696
Hosiery and knit goods.....	5	3	732	721	652	11	641
Railway repair shops.....	2		529	509	529	20	509
Matches and explosives.....	1		525	521	525	4	521
Starch.....	1		484	472	473	12	461
Cotton goods.....	2		368	362	359	6	353
Confectionery and ice cream.....	2	2	214	210	133	4	129
Parish.....	5	3	65	65	62		62
Pennellville.....	1		100	100	90		90
Phoenix.....	12	13	218	212	189	5	184
Pulaski.....	14	13	219	216	191	3	185
Richland.....	2	2	55	53	22	2	20
Sandy Creek.....	3	3	22	21	19	1	18
Volney.....	1		122	120	122	2	120
West Phoenix.....	1		13	12	13	1	12
Williamstown.....	1		56	56	48		48
OTSEGO COUNTY.....	84	56	1,964	1,910	1,917	54	1,863
Cherry Valley.....	3	2	40	40	28		28
Colliers.....	1	1	3	3	1		1
Cooperstown.....	6	3	163	151	163	12	151
Edmeston.....	5	2	17	17	16		16
Laurens.....	1	1	4	4	4		4
Milford.....	3	5	33	32	28	1	27
Oneonta.....	28	19	1,280	1,256	1,285	33	1,252
Railway repair shops.....	1		880	864	880	16	864
Otego.....	4	3	56	55	46	1	45
Richfield Springs.....	10	4	173	170	173	3	170
Schenenvus.....	5	4	21	21	19		19
South Edmeston.....	2		29	28	29	1	28
Unadilla.....	11	8	101	99	93	2	91
Worcester.....	5	4	35	34	32	1	31
PUTNAM COUNTY.....	33	9	684	643	581	41	540
Baldwin Place.....	1		2	2	2		2
Brewster.....	8	3	92	92	92		92
Carmel.....	5	1	23	23	21		21
Cold Spring.....	9	3	454	414	369	40	329
Architectural and ornamental iron work.....	1		435	395	351	40	311

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
228	616	974	1,193	48	14	549	14	35	217	1,559	7	
98		423	262	11	5	235	8	23	26	470	2	
5		423	205	10	6	200	8	13		415		
25	63		51	3		34		1	4	83		
105	553	551	880	34	9	280	6	11	187	1,006	5	
17	164	306	398	28	7	54		7	54	426		
	317		315	2					45	272		
		245	45	2		193	6		6	240		
578	3,031	3,110	4,920	142	17	1,603	37	150	987	4,995	587	
10			10							10		
30			33	1	3	16			12	18		
	37		33	2		2				37		
125	1,007	289	1,170	3	1	246	1	21	10	982	408	
		289	196			93				289		
	262		230			32				32	230	
	173		170	3						173		
7	24		31							31		
16	102		77			41				118		
		284	235		1	48		1		283		
206	1,303	2,537	2,794	133	10	1,074	35	56	953	3,011	26	
18	339	339	692	3	1				85	611		
3	228	410	72		4	562	13	17	34	590		
	38	471	498	11					471	38		
		621	527	18	2	155	19	21		500		
18		461	335	26		100				461		
2	127	335	209	31	1	112		1		352		
			48			87			127		2	
12	50		32			30		3	2	57		
	90		40			50				90		
64	120		141	1	1	40	1	68	4	95	17	
58	130		151	2	1	34		1	6	177	4	
20			20							20		
18			9			9				16	2	
	120		120								120	
12			10			2				2	10	
	48		37			11				48		
398	601	864	1,457	25	2	370	9	123	147	1,497	96	
28			27			1		1	9	18		
1			1							1		
30	121		106	4		41		3	4	126	18	
16			15			1			6	4	6	
4			4							4		
27			26			1				27		
125	263	864	1,022	19	2	205	4	84	117	1,039	12	
		864	854	10				10		854		
18	27		43	1		1				31	14	
35	135		81	1		83	5	5	10	151	4	
19			16					5	1	13		
3	25		28			3		25		63	3	
61	30		70			21				20		
31			18			13					11	
128	101	311	497	4	3	35	1	129	358	32	21	
2			2							2		
23	69		65			27		72	5	15		
21			19			2		4	7		10	
18		311	323	4	2			5	311	13		
		311	306	4	2			2	309			

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
PUTNAM COUNTY—Concluded.								
Croton Falls.....	2	.....	10	10	10	.....	.....	10
Lake Mahopac.....	1	.....	2	2	2	.....	.....	2
Manitou.....	1	1	33	32	33	1	.....	32
Patterson.....	4	.....	58	58	42	.....	.....	42
Storm King.....	1	.....	9	9	9	.....	.....	9
West Patterson.....	1	1	1	1	1	.....	.....	1
QUEENS COUNTY (New York City, Queens Borough. See Table XIII)..	717	364	30,193	29,121	27,179	1,070	8	26,109
RENSSELAER COUNTY.....								
Averill Park.....	3	1	184	184	183	.....	.....	183
Berlin.....	6	2	241	239	181	2	.....	179
Castleton.....	7	1	460	446	454	14	.....	440
<i>Pianos, organs, etc.</i> .....	1	.....	297	291	297	6	.....	291
Eagle Bridge.....	1	.....	16	15	11	1	.....	10
Eagle Mills.....	1	.....	2	2	2	.....	.....	2
Grafton.....	1	.....	92	91	92	1	.....	91
Hoosick Falls.....	21	11	2,056	1,985	1,786	69	.....	1,717
<i>Agricultural implements</i> .....	1	.....	1,416	1,353	1,193	61	.....	1,132
<i>Hosiery and knit goods</i> .....	1	.....	238	236	228	3	.....	225
<i>Shirts, collars and cuffs</i> .....	1	.....	225	224	225	1	.....	224
Nassau.....	4	1	157	156	148	1	.....	147
North Hoosick.....	2	1	60	58	49	2	.....	47
Petersburg.....	3	.....	92	92	78	.....	.....	78
Rensselaer.....	27	16	1,059	1,015	1,054	44	.....	1,010
<i>Railway repair shops</i> .....	3	.....	399	378	399	21	.....	378
<i>Felt goods</i> .....	1	.....	302	293	302	9	.....	293
<i>Hosiery and knit goods</i> .....	1	.....	202	199	202	3	.....	199
Schaghticoke.....	7	3	197	191	195	6	.....	189
Troy (see Table XIII).....	438	230	21,026	20,379	20,361	645	.....	19,716
Valley Falls.....	4	2	223	221	223	2	.....	221
<i>Cotton goods</i> .....	1	.....	202	200	202	2	.....	200
Walloomsac.....	2	.....	76	74	71	2	.....	69
West Sand Lake.....	3	1	70	68	70	2	.....	68
RICHMOND COUNTY (New York City, Richmond Borough. See Table XIII)	204	79	9,161	8,745	8,459	416	.....	8,043
ROCKLAND COUNTY.....								
Clarkstown.....	1	.....	130	130	130	.....	.....	130
Garnerville ( <i>dyeing, finishing, etc.</i> ).....	1	.....	817	805	817	12	.....	805
Grassy Point.....	3	2	110	109	96	1	.....	95
Haverstraw.....	33	11	1,736	1,731	1,568	5	.....	1,563
<i>Building brick</i> .....	23	6	1,515	1,514	1,359	1	.....	1,358
Hillburn.....	2	.....	359	328	359	31	.....	328
<i>Car wheels and railway equipment</i> .....	1	.....	340	310	340	30	.....	310
Mount Ivy.....	1	.....	4	4	4	.....	.....	4
Nyack.....	23	8	609	589	609	20	.....	589
<i>Dyeing, finishing, etc.</i> .....	1	.....	218	213	218	5	.....	213
Orangeburg.....	2	.....	130	126	130	4	.....	126
Pearl River.....	2	.....	390	374	390	16	.....	374
<i>Miscellaneous machinery</i> .....	1	.....	386	370	386	16	.....	370
Piermont.....	3	2	139	136	139	3	.....	136
Ramapo.....	1	.....	104	100	104	4	.....	100
Rockland Lake.....	2	.....	58	58	58	.....	.....	58
Spring Valley.....	8	7	215	215	204	.....	.....	204
Stony Point.....	1	.....	2	2	2	.....	.....	2
Suffern.....	4	4	21	21	20	.....	.....	20
Tompkins Cove.....	1	.....	42	42	42	.....	.....	42
West Nyack.....	1	.....	8	8	8	.....	.....	8

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					5 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
10			10						6		4	
2			2						2			
	32		32					32				
42			34		1	6	1	16	19		7	
9			9						9			
1			1						1			
2,517	8,309	15,283	20,659	646	188	4,311	305	6,580	12,632	5,857	1,040	6
1,966	6,886	15,315	12,238	342	66	11,436	85	1,095	9,948	12,803	321	
1	182		77		1	101	4	5		178		
24	155		104			75			75	104		
5	144	291	292	36	4	102	6	10	2	398	30	
		291	166	35	4	80	6	10		281		
10			10							10		
2			2							2		
	91		6			85			91			
68	68	1,581	1,317	3	3	389	5	14	7	1,689	7	
		1,132	1,132							1,132		
		225	64		1	167	3	4		221		
		224	15			207	2	2		222		
18	129		94	2	1	50	2	1		146		
3	44		47							3	44	
7	71		30			48			7	71		
52	411	547	649	29	1	326	5	17	387	498	108	
	124	254	378						24	254	100	
		295	159	26	1	125	2	5	290			
	199		25			178	2	2		197		
17	172		109	2	1	74	3	7		173	9	
1,730	5,290	12,696	9,259	260	50	10,088	59	1,022	9,379	9,261	54	
21		200	129	10	3	77	2	16		205		
		200	114	10	5	71	2	5		195		
4	65		69								69	
4	64		44		2	21	1	3		65		
637	2,410	4,996	6,956	151	33	864	39	2,756	1,773	3,166	348	
260	2,626	1,698	3,897	113	20	542	12	88	1,138	3,318	40	
	130		80	3	2	43	2	4		126		
		805	630	23	10	140	2	12		793		
	95		93	2				2	33	60		
37	1,526		1,393	52	2	116		53	186	1,324		
	1,358		1,305	51	2			53		1,305		
18		310	326	2					310		18	
		310	308	2					310			
4			4							4		
99	277	213	416	14	4	152	3	10	159	414	6	
		213	180	3		30				213		
16	110		126							110	16	
4		370	366	8					370	4		
		370	362	8					370			
1	135		131	1		4			4	132		
	100		100							100		
18	40		58							58		
33	171		111	8	2	78	5	7	61	136		
2			2							2		
20			11			9			15	5		
	42		42							42		
8			8							8		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
ST. LAWRENCE COUNTY.....	175	118	5,204	5,102	4,785	102		4,683
Benson Mines.....	1		27	25	27	2		25
Brasher Falls.....	5	5	20	19	20	1		19
Canton.....	15	17	66	65	58	1		57
De Kalb.....	1		8	8	8			8
Edwards.....	3	4	16	16	16			16
Emeryville.....	1		51	51	51			51
Fine.....	1	1	14	14	14			14
Gouverneur.....	22	14	370	358	364	12		352
Hammond.....	5	3	33	32	33	1		32
Hannawa Falls.....	1		55	55	40			40
Heuvelton.....	3	3	4	4	2			2
Hewittsville.....	1		14	14	8			8
Massena.....	8	3	740	724	740	16		724
Miscellaneous metal goods (alumi- num).....	1		692	677	692	15		677
Morristown.....	5	2	84	79	66	5		61
Natural Dam.....	1		126	125	126	1		125
Newton Falls.....	2		204	202	204	2		202
Norfolk (pulp and paper mills).....	1		291	289	291	2		289
Norwood.....	8	5	107	104	107	3		104
Ogdensburg.....	54	39	1,727	1,686	1,479	41		1,438
Silk and silk goods.....	2		414	409	414	6		409
House trim.....	4	2	318	315	317	3		314
Oswegatchie.....	2	2	7	7	2			2
Piercefield (pulp and paper mills).....	1		245	241	160	4		156
Potsdam.....	16	10	199	195	173	4		169
Pyrites (pulp and paper mills).....	1		226	225	226	1		225
Raymondville.....	1		129	125	129	4		125
Rensselaer Falls.....	6	7	48	48	48			48
South Edwards.....	1		14	14	14			14
Union (pulp and paper mills).....	1		216	214	216	2		214
Wanakona.....	7	3	160	160	160			160
Winthrop.....	1		3	3	3			3
SARATOGA COUNTY.....	195	78	8,795	8,631	7,994	164		7,830
Ballston Lake.....	1	1	3	3	3			3
Ballston Spa.....	24	16	1,086	1,074	1,086	12		1,074
Leather.....	1		432	429	432	3		429
Paper bags and sacks.....	1		364	355	364	9		355
Bloodville.....	1		25	24	25	1		24
Conklinville.....	1		5	5	5			5
Corinth.....	5	3	82	82	81			81
Crainville.....	1		7	7	7			7
Crescent.....	3	1	91	91	71			71
Factory Village.....	2	1	32	32	32			32
Feeder Dam.....	1		75	75	75			75
Fennimore (pulp mills).....	1		221	219	187	2		185
Greenfield.....	2		28	28	28			28
Hadley.....	2		123	123	123			123
Mechanicville.....	33	15	2,050	2,010	2,022	40		1,982
Pulp and paper mills.....	1		735	715	735	30		715
Building brick.....	4		377	376	377	1		376
Hosiery and knit goods.....	2		273	271	273	2		271
Shirts, collars and cuffs.....	2		227	227	227			227
Moreau.....	1		17	17	17			17
Northumberland (wall paper).....	1		228	223	197	5		192
Palmer (pulp and paper mills).....	1		655	650	405	5		400
Rock City Falls.....	2	2	58	58	58			58
Saratoga Springs.....	61	16	1,326	1,257	1,181	69		1,112
Miscellaneous machinery.....	1		201	204	291	7		284
Silk and silk goods.....	1		289	282	289	7		282

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
760	1,900	2,023	3,830	94	17	712	30	251	703	2,446	1,283	
19	25		24		1			1		24		
57			19				3	13	1	43	1	
8			54									
16			8									
	51		15	1						16		
14			50	1						1	50	
85	264		14		6	77	6	13	188	14		
32			249	14						69	82	
	40		30			2				26	6	
2			40								40	
8			2							2		
27	20	677	8								8	
			714	2		7	1	6	2	704	12	
		677										
38	23		677							677		
	125		42	1		18			16	37	8	
	202		125								125	
		289	197	3		2				38	164	
24	80		281	4		4				8	281	
303	517	618	99	1		4		1	85	18		
	69	343	843	57	10	506	22	87	212	1,106	33	
14	25	275	35	7	4	342	21	25		384		
2			308	6				12	27	275		
	156		2							2		
67	102		140	4		12			156			
		225	110	1		57	1	3	3	139	24	
	125		220			5				5	220	
8	40		125					125				
14			46			2		1	40	4	3	
		214	14								14	
30	130		200	1		13				13	201	
3			156	4						160		
			3								3	
644	3,474	3,712	5,458	12	10	2,332	18	971	2,099	3,548	1,212	
3			3							3		
99	191	784	830			244		71	538	463	2	
		429	399			30				429		
		555	240			115		55	300			
	24		17			7				7	17	
5			5							5		
18	63		21			60		3	4	74		
7			7							7		
15	56		71						71			
2	30		32							30	2	
	75		75							75		
	185		185					173	12			
3	25		28							28		
	123		93			30		90		33		
82	1,185	715	1,517	8	4	449	4	188	363	710	721	
		716	680			35				35	680	
	376		371		3			168	208			
	271		107		1	169		1		270		
	227		7			216	4	4		223		
17			17							17		
	192		167			25			192			
		400	400								400	
	58		58								58	
270	276	566	752			358	2	83	479	546	4	
		224	224						224			
		222	53			227	2	2	224	220		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	*GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>SARATOGA COUNTY—Concluded.</b>								
Schuylerville.....	6	3	95	95	94			94
South Glens Falls.....	4	3	392	387	207	5		202
<i>Pulp and paper mills.....</i>	1		560	545	165	6		160
Stillwater.....	6	2	95	95	94			94
Victory Mills (cotton goods)	1		449	447	449	2		447
Waterford.....	28	14	1,608	1,585	1,524	23		1,501
<i>Hosiery and knit goods.....</i>	8		1,194	1,183	1,125	11		1,114
<i>Castings (iron).....</i>	1		208	200	208	8		200
West Milton.....	1	1	40	40	19			19
Willow Glen.....	1		4	4	4			4
<b>SCHENECTADY COUNTY.....</b>	<b>237</b>	<b>135</b>	<b>22,616</b>	<b>20,485</b>	<b>22,609</b>	<b>2,131</b>		<b>20,478</b>
Carmen.....	2		15	12	15	3		12
Delanson.....	2	1	5	5	5			5
Esperance.....	1		7	7	7			7
Glenville.....	1		30	27	30	3		27
Rotterdam.....	2	1	10	9	10	1		9
Schenectady (see table XIII)	224	130	22,514	20,391	22,507	2,123		20,384
Scotia.....	5	3	35	34	35	1		34
<b>SCHOHARIE COUNTY.....</b>	<b>79</b>	<b>35</b>	<b>810</b>	<b>796</b>	<b>730</b>	<b>14</b>		<b>716</b>
Breakabeen.....	1		3	3	3			3
Central Bridge.....	5	4	21	20	21	1		20
Charlotteville.....	1		3	3	3			3
Cobleskill.....	33	15	367	361	324	6		318
Esperance.....	3	2	27	27	27			27
Gallupville.....	2		4	4	4			4
Gilboa.....	2	1	5	5	5			5
Howes Cave.....	3	1	218	212	218	6		212
<i>Cement and lime.....</i>	1		206	200	206	6		200
Jefferson.....	4	3	12	12	12			12
Middleburgh.....	12	5	45	45	45			45
North Blenheim.....	1	1	2	2	2			2
Richmondville.....	2		35	34	35	1		34
Schoharie.....	8	2	63	63	26			26
Summit.....	2	1	5	5	5			5
<b>SCHUYLER COUNTY.....</b>	<b>28</b>	<b>14</b>	<b>571</b>	<b>552</b>	<b>516</b>	<b>19</b>		<b>497</b>
Montour Falls.....	6	2	201	189	191	12		179
Odessa.....	4	1	33	33	15			15
Watkins.....	18	11	337	330	310	7		303
<b>SENECA COUNTY.....</b>	<b>79</b>	<b>34</b>	<b>2,768</b>	<b>2,672</b>	<b>2,719</b>	<b>96</b>		<b>2,623</b>
Border City.....	2		122	117	122	5		117
Interlaken.....	8	5	26	26	21			21
Ovid.....	3	2	5	5	5			5
Seneca Falls.....	38	14	1,795	1,726	1,763	69		1,694
<i>Stationary engines, boilers, etc.....</i>	3		1,167	1,125	1,135	42		1,093
Waterloo.....	28	13	820	798	808	22		786
<i>Woolens and worsteds.....</i>	1		326	322	326	4		322
<b>STEBUEN COUNTY.....</b>	<b>106</b>	<b>84</b>	<b>8,066</b>	<b>7,811</b>	<b>6,549</b>	<b>255</b>		<b>6,294</b>
Addison.....	11	5	172	171	154	1		153
Atlanta.....	3	2	7	7	6			6
Avoca.....	6	2	188	184	150	4		146
Bath.....	21	7	355	336	321	19		302
Campbell.....	2	1	4	4	3			3



and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
8	86		29			65		1		93		
5	197		169			33		3	37	162		
	160		160							160		
19	75		22			70	2	2	73	15	4	
		447	220			227				447		
68	633	800	717	4	6	764	10	357	330	814		
27	487	800	354	4	6	740	10	355	62	697		
		800	800						200			
19			19							19		
4			4								4	
973	1,382	18,123	17,867	235	38	2,326	12	2,170	17,339	795	174	
12			12							12		
5			5							5		
7			7							7		
	27		27					7		27		
9			9							2		
925	1,335	18,123	17,773	235	38	2,326	12	2,163	17,319	729	173	
14	20		34						20	13	1	
291	225	200	543			173		35	91	390	200	
3			3							3		
20			20							20		
3			3							3		
124	194		192			126		10	60	248		
27			4			23		23		4		
4			4							4		
5			5							5		
12		200	212						2	12	200	
		800	800								800	
12			12									
45			42			3			2	10		
2			2						20	25		
3	31		13			21			3	31		
26			26					2	4	20		
5			5							5		
117	380		417	5		75		5	50	292	150	
23	156		173	5		1		1	3	175		
15			13			2			3	12		
79	224		231			72		4	44	105	150	
212	1,173	1,238	2,178	30	3	407	5	36	573	1,896	118	
7	110		117						7		110	
21			9			12				21		
5			5							3	2	
92	686	916	1,500	20	3	171		13	217	1,460	4	
	177	916	1,038	8	2	45		2		1,091		
87	377	322	547	10		224	5	23	349	412	2	
		322	185	4		150	3	3	519			
734	2,718	2,842	4,955	166	8	1,161	4	344	2,952	2,980	18	
55	98		140			13		6	18	129		
6			6							6		
21	125		138			7	1	3	2	141		
84	218		279			23		7	9	281	2	
3			3							3		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		
						Total.	There- of 14-16 years of age.	Total.
STEUEN COUNTY—Concluded.								
Canisteo.....	19	5	333	316	290	17	273	
Cohocton.....	3	1	96	96	76		76	
Coopers Plains.....	3	2	19	19	15		15	
Corning.....	41	17	2,898	2,809	2,236	80	2,147	
<i>Pressed, blown and cut glassware.</i> .....	9	1	2,006	1,949	1,689	67	1,632	
<i>Silk and silk goods</i> .....	1		251	250	54	1	53	
<i>Railway repair shops</i> .....	1		206	200	128	6	122	
Greenwood.....	5	4	18	18	14		14	
Hammondsport.....	19	11	214	203	155	11	144	
Hornell.....	32	12	2,638	2,571	2,138	67	2,071	
<i>Silk and silk goods</i> .....	6		1,087	1,074	864	13	851	
<i>Railway repair shops</i> .....	1		975	950	725	26	709	
<i>House trim</i> .....	2		212	208	212	4	208	
Painted Post.....	6	1	663	626	569	37	532	
<i>Miscellaneous machinery</i> .....	1		510	475	450	35	415	
Perkinsville.....	1	1	3	3	2		2	
Prattsburgh.....	4	3	11	11	9		9	
Rheims.....	1		42	38	42	4	38	
Savona.....	5	3	11	11	10		10	
Wayland.....	14	7	394	388	359	6	353	
SUFFOLK COUNTY.....	249	121	3,902	3,705	3,579	197	3,382	
Amityville.....	9	5	22	22	22		22	
Babylon.....	11	5	57	57	57		57	
Bayport.....	3	2	22	22	22		22	
Bayshore.....	18	6	130	129	118	1	117	
Bellport.....	1		3	3	2		2	
Bohemia.....	1		85	85	75		75	
Bridgehampton.....	2		9	8	9	1	8	
Center Moriches.....	4	5	9	9	8		8	
Cold Spring.....	1		4	4	4		4	
East Hampton.....	6	1	37	37	37		37	
East Islip.....	1	1	1	1	1		1	
East Setauket.....	1	1	1	1	1		1	
East Patchogue.....	2	1	4	4	4		4	
Echo.....	1	1	3	3	3		3	
Fair Ground.....	5	2	33	33	17		17	
Green Lawn.....	3	1	34	34	16		16	
Greenport.....	18	2	348	344	283	4	279	
Halesite.....	2		7	7	7		7	
Huntington.....	15	12	114	107	106	7	99	
Islip.....	5	2	41	41	38		38	
Larkfield.....	1		12	12	6		6	
Lindenhurst.....	29	20	342	342	342		342	
Mattituck.....	1	1	2	2	2		2	
Northport.....	11	5	173	57	173	116	57	
Patchogue.....	26	12	970	938	895	32	863	
<i>Upholstery goods.</i> .....	1		615	600	584	15	569	
<i>House trim.</i> .....	1		236	220	206	18	190	
Port Jefferson.....	13	9	158	157	101	1	100	
Promised Land.....	1		151	150	112	1	111	
Riverhead.....	16	10	147	144	146	3	143	
Sag Harbor.....	13	6	861	830	861	31	830	
<i>Gold and silver watch cases.</i> .....	1		553	522	553	31	522	
<i>Silver and plated ware.</i> .....	1		252	252	252		252	
Sayville.....	7	3	37	37	36		36	
Smithtown Branch.....	3	1	16	16	10		10	
Southampton.....	11	2	48	48	46		46	
Southold.....	3	3	4	4	4		4	
Stony Brook.....	1		5	5	3		3	
Westhampton.....	4	2	12	12	12		12	

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
56	217		172	1	1	98	1	10	17	246		
6	70		22	2		52			4	72		
15			15							15		
195	729	1,223	1,749	137	1	260		257	1,195	689		6
29	380	1,223	1,329	137	1	165		236	1,135	261		
	53		3			50				53		
	122		122							122		
14			13			1				14		
100	44		117			27			10	134		
113	754	1,204	1,486	12	6	567		49	1,113	901		8
	547		304	315	12	621		6	301	544		
			700	700					700			
8		200	208							208		
23	94	415	527			5			519	13		
		415	415						415			
2			1			1		2				
9			9							9		
	38		38							38		
10			9			1				10		
22	331		231	14		106	2	10	65	276		2
991	1,048	1,343	2,400	92	40	795	55	214	1,552	1,537	79	
22			19			3			7	9		6
57			45	1	1	9	1	6	33	9		9
22			22						19	3		
53	64		91	1		25		6	89	16		6
2			2						2			
	75		15			60		75				
8			8					6		2		
8			8							4		2
4			4									
37			35			2		3	24	10		
1			1							1		
1			1							1		
4			4							4		
3			1			2			3			
17			17						3	14		
16			16			2				16		
77	202		277						136	137		6
7			7						5	2		
99			76	1		22		11	53	31		4
18	20		28			10			31	3		4
6			6							6		
150	192		144	15	15	148	20	34	82	226		
2			2							2		
29	28		43			14		7	37	9		4
104	190	509	542	20	2	273	26	28	809	15		11
		569	271	12	1	259	26	27	542			
	190		182	8					190			
73	27		76		3	20	1		85	11		4
	111		111							111		
40	103		97		1	43	2	3	52	88		
20	36	774	609	53	18	145	5	24	36	766		4
		522	580	29	11	97	6	16		606		
		252	182	24	7	39		7		245		
36			26	1		9		7	14	8		7
10			10							10		
46			38			8		4	19	15		8
4			4							2		
3			3							3		
12			12						5	3		4

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>SULLIVAN COUNTY</b> .....	39	31	320	320	278			278
Fallsburg .....	1		12	12	12			12
Grooville .....	1	2	18	18	18			18
Hurleyville .....	3	3	21	21	21			21
Liberty .....	12	10	39	39	39			39
Livingston Manor .....	6	5	33	33	33			33
Loch Sheldrake .....	1	1	4	4	4			4
Monticello .....	4	3	69	69	52			52
Roscoe .....	8	6	79	79	54			54
South Fallsburg .....	1	1	2	2	2			2
Spring Brook .....	1		35	35	35			35
Willowemoc .....	1		8	8	8			8
<b>TIOGA COUNTY</b> .....	83	41	1,350	1,307	1,203	43		1,160
Berkshire .....	4	1	26	26	26			26
Candor .....	5	3	182	181	181	1		180
Lockwood .....	3	2	7	7	5			5
Newark Valley .....	7	4	155	151	128	4		124
Nichols .....	5	2	54	53	48	1		47
Owego .....	29	11	610	587	552	23		529
Richford .....	3	2	20	20	14			14
Spencer .....	5	1	25	25	19			19
Waverly .....	22	15	271	257	230	14		216
<b>TOMPKINS COUNTY</b> .....	185	82	2,167	2,074	2,020	93		1,927
Brookton .....	3	3	6	6	6			6
Dryden .....	5	4	32	32	29			29
East Ithaca .....	1		15	15	15			15
Etna .....	2	1	3	3	3			3
Freeville .....	3	2	4		4			4
Groton .....	11	5	332		294	17		277
Halseyville .....	1	1	1		1			1
Ithaca .....	136	57	1,515	1,443	1,426	72		1,344
Jacksonville .....	2	1	3	3	3			3
McLean .....	3	1	8	8	4			4
Myers .....	1		109	100	109	3		106
Newfield .....	4	3	8	8	5			5
Slaterville .....	1		8	8	8			8
Taughannock Falls .....	2	1	4	4	4			4
Trumansburg .....	10	3	119	118	119	1		118
<b>ULSTER COUNTY</b> .....	238	117	6,983	6,857	6,493	126		6,367
Browns Station .....	2		23	23	23			23
Chichester .....	1		123	121	123	2		121
East Kingston (building brick) .....	5		587	585	557	2		555
Ellenville .....	15	5	343	359	334	4		330
Cutlery .....	1		277	274	277	3		274
Flatbush (building brick) .....	4		306	306	153			153
Glasco (building brick) .....	5		660	658	660	2		658
High Falls .....	6	1	68	60	67	8		59
Highland .....	7	2	48	46	40	2		38
Kerhonkson .....	1	1						
Kingston .....	136	91	3,429	3,342	3,201	87		3,114
Shirts, collars and cuffs .....	4	3	697	692	686	6		681
Building brick .....	5		646	646	645			645
Cigars .....	9	13	340	335	340	6		335
Boat and ship building .....	3		282	280	167	2		165
Lockawack .....	1		20	20	6			6
Lloyd .....	2		22	22	22			22
Malden .....	2	2	70	70	66			66

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.							NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.				51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).					Girls (14-16 yrs.).	
179	99		261	4	4	9		3	40	163	72	1
12			12								12	
18			18							18		
21			20			1			1	20		
39			31	1	2	5		2	12	23	2	1
33			31	2						19	14	
4			4						4			
8	44		50			2				52		
34	20		50	1	2	1		1	23	29	1	
2			2							2		
	35		35								35	
8			8								8	
336	824		828	16		313	3	65	234	851	10	
26			16			10		4		22		
8	172		94			86				180		
5			5							5		
29	95		122			2				124		
27	20		33			14				47		
99	430		350	4		172	3	43	206	272	8	
14			14							14		
19			16			3		3		14	2	
109	107		178	12		26		15	28	173		
746	1,181		1,545	30	2	350		213	304	1,312	98	
6			6							6		
29			27			2				29		
15			15						15			
3			3							3		
4			4							4		
29	248		265	5		7		5		272		
1			1							1		
587	757		1,069	22	1	252		205	285	756	98	
3			3							3		
4			4							4		
	106		80	2		24				106		
5			5							5		
8			8							8		
4			4							4		
48	70		51	1	1	65		3	4	111		
872	3,311	2,184	4,941	99	100	1,091	136	549	318	5,494	6	
23			23						16	7		
	121		119	2						121		
	349	205	531	14	10			10		545		
56		274	279	8	15	27	1	17	23	290		
		274	225	8	15	25	1	16		258		
	153		150	2	1			1		152		
	279	379	638	16	4			4		654		
8	51		59						51	8		
38			33			5			2	36		
529	1,494	1,091	2,068	30	66	808	133	482	210	2,416	6	
3	84	594	123	1	6	540	11	17		664		
	334	209	516	13	14			14		529		
23	24	288	96	11	35	89	104	184		151		
	155		155							155		
6			6							6		
2	20		16			6			2	20		
1	65		60							60		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
ULSTER COUNTY—Concluded.								
Marlboro.....	7	3	97	96	97	1		96
Milton.....	2		15	15	9			9
Montela.....	1		4	4	1			1
Napanoch.....	6		131	131	131			131
New Falts.....	5		43	43	20			20
Phoenicia.....	1	1	1	1	1			1
Port Ewan.....	5	2	144	144	144			144
Rifton.....	1		2	2	2			2
Rosendale.....	1	1	2	2	2			2
Saugerties.....	17	6	658	642	657	16		641
<i>Paper mills</i> .....	2		323	314	323	9		314
Shandaken.....	1		17	17	17			17
South Rondout.....	1		80	79	79	1		78
Wallkill.....	3	2	90	89	81	1		80
WARREN COUNTY.....	137	48	4,983	4,865	4,751	118		4,633
Glens Falls.....	114	39	4,259	4,157	4,027	102		3,925
<i>Shirts, collars and cuffs</i> .....	9	2	2,063	2,029	2,063	34		2,029
<i>Cement and lime</i> .....	4		468	461	468	7		461
<i>Dreammaking</i> .....	4	1	309	306	152	3		149
<i>Pulp and paper mills</i> .....	1		291	288	216	3		213
<i>Wall paper</i> .....	1		248	232	248	16		232
Graphite.....	1		41	40	41	1		40
Johnsburg.....	1		60	60	60			60
Lake George.....	3	1	20	20	20			20
Stony Creek.....	2	2	27	26	27	1		26
Warrensburg.....	16	6	576	562	576	15		562
<i>Shirts, collars and cuffs</i> .....	1		333	333	333	6		333
WASHINGTON COUNTY.....	103	36	4,770	4,627	4,054	143		3,911
Battenville.....	1		30	30	30			30
Cambridge.....	9	2	325	300	169	25		134
Center Falls.....	1		43	43	39			39
Eagleville.....	1	1	12	12	12			12
Easton.....	1		52	50	52	2		50
Fort Ann.....	3	1	47	46	42	1		41
Fort Edward.....	10	3	722	715	553	7		546
<i>Pulp and paper mills</i> .....	1		681	675	413	6		407
Fort Miller.....	1		41	40	41	1		40
Granville.....	13	6	204	202	169	2		167
Greenwich.....	16	3	653	636	638	17		621
<i>Hosiery and knit goods</i> .....	2		203	200	199	3		196
Hudson Falls.....	10	10	1,447	1,388	1,307	59		1,248
<i>Paper bags and sacks</i> .....	1		661	642	603	19		584
<i>Wall paper</i> .....	1		283	262	234	21		213
<i>Miscellaneous machinery</i> .....	2		206	200	173	6		167
Middle Falls.....	3	1	26	26	26			26
Rexleigh.....	1		43	42	37	1		36
Salem.....	5	2	166	164	165	2		163
Shushan.....	2	2	53	52	53	1		52
Thomson.....	3		185	176	170	9		161
Whitehall.....	17	5	721	705	561	16		545
<i>Silk and silk goods</i> .....	1		347	335	301	12		289
WAYNE COUNTY.....	101	76	3,052	2,944	2,456	108		2,348
Clyde.....	15	7	365	359	302	6		296
East Williamson.....	1		6	6	6			6
Lyons.....	39	14	638	625	408	13		395
<i>Railway repair shops</i> .....	1		225	221	140	4		136
Macedon.....	4	2	18	18	18			18

and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
29	67		67	2		27		1		95		
9			8			1				9		
1			1							1		
36	95		123		2	5	1	3	3	125		
20			20						4	16		
1			1							1		
15	129		140	4						144		
2			2							2		
2			2							2		
49	358	234	427	9	2	202	1	31	7	603		
	80	234	239	7		68				314		
17			15	2						17		
	78		78							78		
28	52		69	1		10				80		
660	1,356	2,608	2,500		2	2,050	3	47	865	3,282	439	
562	1,088	2,275	2,086		2	1,834	3	38	760	2,771	356	
16	545	1,470	510			1,516	3	1	472	1,556		
19	88	390	459					2		109	350	
9	140		16			133				149		
		215	210			5				213		
		238	200			52			52	200		
	40		40							40		
	60		60							60		
20			20					4	12		4	
26			26							26		
61	168	332	337			225		5	93	385	79	
		333	148			186				333		
267	2,151	1,493	2,712	13	7	1,160	19	316	1,021	1,636	938	
	30		30								30	
16	118		85			49			4	130		
	39		39								39	
12			7			5				12		
	50		50								50	
16	25		24			17				29	12	
49	90	407	459			86	1	13	25	101	407	
		407	407								407	
	40		40								40	
35	132		36		1	130		4		153	10	
21	600		302	2	3	302	10	13	5	451	146	
	198		47		2	136	9	11		185		
39	412	797	1,014			234		273	795	179	1	
		584	431			163		264	320			
		213	207			6			213			
	167		167						167			
4	22		26							1	25	
	36		30			5			1	35		
13	150		35		2	123	3	8		155		
12	40		22			30				52		
2	159		161								161	
48	208	280	351	10		179	5	5	191	332	17	
		289	151	10		183	5	5		284		
496	1,639	212	1,652	53	10	615	18	90	515	1,739	4	
63	233		216	21	3	56		9	4	283		
6			6							6		
135	260		324			71		43	77	271	4	
	196		196							196		
18			6			12			12	6		

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There- of 14-16 years of age.	
<b>WAYNE COUNTY—Concluded.</b>								
Marion .....	7	7	141	139	138	2		136
Newark .....	40	15	1,193	1,153	933	40		893
Motor vehicles .....	3		282	280	40	2		38
Canning fruits and vegetables .....	1		219	215	219	6		215
Ontario .....	8	4	42	42	23			23
Palmyra .....	20	8	358	317	353	41		312
Savannah .....	3	3	5	5	5			5
Sodus .....	10	5	88	88	72			72
Williamson .....	6	6	97	94	97	3		94
Wolcott .....	8	5	101	98	101	3		98
<b>WESTCHESTER COUNTY.</b>	<b>532</b>	<b>85</b>	<b>25,924</b>	<b>25,158</b>	<b>24,897</b>	<b>766</b>		<b>24,131</b>
Ardley .....	3		10	10	10			10
Baychester .....	1		3	3	3			3
Briarcliff Manor .....	5		58	58	58			58
Bronxville .....	3	2	93	86	93	7		86
Buchanan (oil cloth, window shades, etc.) .....	1		255	255	255			255
Croton Lake .....	1		15	15	15			15
Croton-on-Hudson .....	7		288	288	264			264
Crugers .....	1		62	62	62			62
Dobbs Ferry .....	7		51	48	51	3		48
Goldens Bridge .....	1		4	4	4			4
Harrison .....	5	3	19	19	19			19
Hastings-on-Hudson .....	11	1	1,523	1,507	1,503	16		1,487
Miscellaneous brass and bronze ware. Copper work .....	1		410	410	410			410
Miscellaneous machinery .....	1		380	380	380			380
Hawthorne .....	1		284	274	284	10		274
Irvington .....	1		2	2	2			2
Katonah .....	6	1	318	297	316	21		295
Kitchawan .....	6		16	16	16			16
Litchawan .....	2	1	10	10	10			10
Larchmont .....	1		2	2	2			2
Lincolndale .....	1		4	4	4			4
Mamaroneck .....	16	2	139	135	136	4		132
Montrose .....	5		194	194	186			186
Mt. Kisco .....	9	2	53	53	52			52
Mt. Vernon .....	83	17	1,241	1,143	1,202	98		1,104
Silver and gold plated ware .....	2		230	189	230	41		189
New Rochelle .....	36	5	896	850	889	46		843
Printing and publishing .....	5		325	305	325	20		305
Scales, meters, phonographs, etc. ....	3		232	218	232	14		218
North Pelham .....	4		309	306	309	3		306
Lithographing and engraving .....	1		303	300	303	5		300
North Tarrytown .....	4	1	1,212	1,158	1,099	54		1,045
Motor vehicles .....	1		1,200	1,146	1,087	64		1,033
Ossining .....	27	1	316	314	314	2		312
Peekskill .....	51	12	2,509	2,474	2,381	35		2,346
Men's hats and caps .....	1		485	479	422	6		416
Cooking and heating apparatus .....	3		478	468	447	4		443
Women's white goods .....	1		312	307	312	6		307
Miscellaneous groceries .....	1		280	272	280	8		272
Castings (iron) .....	2		213	209	213	4		209
Pelham .....	1		70	70	70			70
Pleasantville .....	5	2	19	17	13	2		11
Port Chester .....	30	7	2,546	2,402	2,509	144		2,365
Miscellaneous hardware .....	1		965	877	965	88		877
Women's white goods .....	1		659	640	659	19		640
Cooking and heating apparatus .....	1		548	516	548	31		516
Rye .....	5	2	27	27	27			27
Tarrytown .....	18	1	1,013	948	826	65		761
Motor vehicles .....	2		908	843	719	65		658



and Town, Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.							NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.		Over 63 hours.
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
8	128		51	7	3	73	2	3		133		
130	550	213	671	22	4	187	9	23	157	713		
10	28		38						36	2		
		213	130	8		76				213		
23			23						3	20		
39	273		250			56	6	11	256	45		
5			5							5		
39	33		36	1		35			3	69		
11	83		32			62				94		
19	79		32	2		63	1	1	3	94		
2,103	5,138	16,890	17,104	387	49	6,518	73	2,663	16,599	4,429	440	
10			10					6		4		
3			3						3			
22	36		40			18		36	10	10	2	
3	83		73	9		4			57	29		
		255	226	6		23				255		
15			15						15			
28	236		260	1	3			3	195	66		
	62		60	2				62				
20	28		47	1				6	28	14		
4			4									
19			19							8	11	
19	404	1,064	1,357	5		125		5	1,278	44	160	
		410	408			2			410			
		380	381	6		54			380			
		274	274						274			
2			2							2		
7	288		294		1			3	288	4		
16			16					4		10	2	
10			10						10			
2			2					2				
4			4									
65	67		131		1			22	52	55	3	
4	182		181	4	1			51	39	96		
27	25		52						36	13	3	
362	742		849	24	3	220	8	376	535	178	15	
	189		167	8	1	22	1	58	131			
170	387	286	646	22	5	160	10	466	339	38		
19		288	202	7	4	89	5	306				
33	185		174	10		54			218			
6			124	3		179		303		3		
		300	118	5		179		300				
12		1,033	1,011	25		9			1,033	12		
		1,033	999	25		9			1,033			
107	205		260	5	1	46		42	201	34	35	
161	922	1,263	1,811	19	3	503	10	87	1,674	578	7	
		416	309		2	106				414		
	176		440	5					443			
	307		24			278	5	6	308			
		272							272			
	209		206	5					209			
	70		70								70	
11			11					6		5		
121	212	2,032	1,642	30	11	672	10	683	75	1,585	22	
		877	790			86	1	1		876		
		640	82	5		550	5	640				
		515	492	18	5					515		
27			27					3	20	4		
80	31	650	720		1	40		42	694	17	8	
6		650	656					6	650			

Table XII.—Statistics of Factories Inspected in each County

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Places in- spect- ed.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		NUMBER			
			Total.	There- of in shop.	GRAND TOTAL.	OFFICE FORCE.		Total.
						Total.	There of 14-16 years of age.	
WESTCHESTER COUNTY—Concluded.								
Tuckahoe.....	11		570	537	538	33		503
Rubber and gutta percha goods.....	2		500	470	466	30		436
Valhalla.....	2		10	10	10			10
Verplanks.....	3		184	184	150			150
White Plains.....	32	9	350	335	308	15		293
Yonkers (see Table XIII).....	124	16	11,517	11,299	11,117	218		10,950
Yorktown Heights.....	3		16	16	16			16
WYOMING COUNTY.....	77	43	3,109	3,013	2,881	96	1	2,785
Arcade.....	9	3	238	231	234	7		227
Attica.....	10	6	183	165	174	18		156
Bliss.....	4	1	33	31	26	2		24
Castile.....	5	6	36	35	34	1		33
Perry.....	17	10	1,446	1,413	1,420	33		1,387
Hosiery and knit goods.....	2		1,007	987	1,007	20	1	987
Cutlery.....	1		350	340	345	10		335
Pike.....	3	2	19	19	14			14
Portageville.....	1		22	21	22	1		21
Rock Glen.....	3		250	245	211	5		206
Cut stone.....	2		200	196	169	4		165
Silver Springs.....	4	3	234	229	234	5		229
Miscellaneous groceries.....	1		225	220	225	6		220
Warsaw.....	19	10	553	529	497	24		473
Wyoming.....	2	2	95	95	15			15
YATES COUNTY.....	82	45	890	847	711	28		683
Benton Center.....	2	2	5	5	5			5
Branchport.....	3		23	23	5			5
Cascade Mills.....	1		16	16	16			16
Dresden.....	1		14	14	14			14
Dundee.....	13	8	80	79	80	1		79
Ferguson Corners.....	3	3	9	5	5			5
Glenora.....	2	1	5	5	5			5
Jerusalem.....	1		2	2	2			2
Milo.....	1		8	8	8			8
Penn Yan.....	51	28	670	632	566	27		539
Potter.....	2	1	37	37	3			3
Rushville.....	2	2	21	21	2			2

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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and Town. Year Ended September 30, 1910 — Continued.

OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK —				
NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
32	105	366	326	4	2	169	2	53	362	86	2		
10	70	366	262	3	2	167	2	4	362	70			
			10						6				
	150		149	1						150			
164	129		265	1	1	26		135	65	52	41		
544	774	9,641	6,361	225	16	4,324	33	263	9,572	1,069	55		
16			16						12	4			
271	1,052	1,662	1,778	21	12	952	22	59	140	2,532	54		
18	209		164	1		62				226	1		
44	112		154			2			112	44			
24			20		1	3		1		23			
8	25		33							33			
65	80	1,242	740	14	8	617	8	32	1	1,347	7		
	80	907	407	6	2	565	7	9		973			
		355	285	8	6	35	1	7		328			
14			10			4			8	6			
	21		20	1						21			
	206		206							165	41		
	165		165							165			
9		220	186			43		1		228			
		220	180			40				220			
74	399		239	5	3	212	14	16	19	433	5		
15			6			9		9		6			
311	372		501	15	6	158	3	30	39	596	18		
5			5							5			
5			5							5			
16			16								16		
14			4	1		9				14			
79			59	2		18		1	17	61			
5			5							5			
5			5							5			
2			2							2			
8			8					8					
167	372		387	12	6	131	3	21	22	494	2		
3			3							3			
2			2							2			

TABLE XIII.—STATISTICS OF FACTORIES INSPECTED IN FIRST AND SECOND

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
ALBANY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b	Cut stone	2		3	13	13	13		
4-a	Building brick	3		1	107	107	93		
4-b	Terra cotta and fire-clay products	2			39	34	39		5
5-a	Building glass	1			6	6	6		
Total — Group I		8		4	165	160	151		5
II. METALS, MACHINES AND CONVEY- ANCES.									
1-e	Jewelry, gold pens, etc	2		1	5	5	5		
2-b	Copper work	1			5	5	3		
2-c	Brass and bronze castings	1			4	4	3		
2-e	Brass and bronze ware not elsewhere classified	1			3	3	3		
2-f	Sheet metal work	4		1	59	53	39		6
2-g	Metal goods not elsewhere classified	2		2	5	5	4		
3-c	Rolling mills and steel works	1			5	5	5		
3-g	Hardware not elsewhere classified	2		2	8	7	4		1
3-h	Cutlery	2		2	4	4	4		
3-i	Tools and dies	2		5	19	19	17		
3-m	Metal furniture	1			49	47	49		2
3-n	Wire work not elsewhere classified	1			6	6	6		
3-p	Car wheels and railway equipment	1			54	50	54		4
3-q	Architectural and ornamental iron	3		2	204	194	136		10
3-r	Cooking and heating apparatus	4			827	794	827		33
3-t	Stationary engines, boilers, etc	3			42	40	42		2
3-u	Machinery not elsewhere classified	8		3	97	93	95		4
3-v	Castings (iron)	3			87	85	72		2
4-a	Telegraph, telephone and fire-alarm ap- paratus	1			4	2	4		2
4-c	Dynamos, motors and electrical supplies	6		2	24	17	21		7
5-a	Carriages, wagons and sleighs	10		13	90	88	87		2
5-d	Motor vehicles	2			36	34	36		2
5-g	Railway repair shops	3			872	855	872		17
7	Agricultural implements	1			53	50	53		3
8-a	Professional and scientific instruments	1			7	7	7		
8-e	Lamps, reflectors, stereopticons, etc	1			282	275	282		7
Total — Group II		67		33	2,851	2,747	2,730		104
III. WOOD MANUFACTURES.									
1	Saw mill products	4		3	21	21	17		
2-a	House trim	7		1	103	98	103		5
2-b	Packing boxes, crates, etc	3		2	45	45	41		
2-c	Cigar and fancy wood boxes	2			22	22	21		
3	Cooperage	1			3	3	2		
4-e	Miscellaneous articles and appliances of wood	7		8	105	95	104		10
5-a	Furniture and upholstery	5		4	29	29	27		
5-b	Caskets	1			5	5	5		
5-c	Store, office and kitchen fixtures	2			43	41	43		2
5-e	Mirror and picture frames	4		2	72	69	69		3
6	Pianos, organs, etc	2			31	29	31		2
7-b	Mats and woven goods	1			18	18	18		
Total—Group III		39		20	497	475	481		22
IV. LEATHER AND RUBBER GOODS.									
2	Furs and fur goods	3		2	9	9	7		
3-b	Saddlery and harness	3		3	6	6	6		
3-d	Boots and shoes	3		2	60	57	60		3

## CLASS CITIES, YEAR ENDED SEPTEMBER 30, 1910: BY INDUSTRIES.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd.).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
13	13			13					3	10			
93		93		92	1						93		
34	5	29		34					5		29		
6	6			6						6			
146	24	122		145	1				8	16	122		
5	5			5						2	3		
3	3			3						3			
3	3			3					3				
3	3			3					3				
33	12	21		33					33				
4	4			4						4			
5	5			5							5		
3	3			3						1	2		
4	4			4						2	2		
17	17			17						8	9		
47		47		42			5				47		
6	6			6						6			
50		50		50							50		
126	4	122		126						126			
794	4	56	734	734	10		50			106	688		
40	12	28		40						40			
91	41	50		91						79	12		
70	20	50		70						70			
2	2			2						2			
14	14			14					8	6			
85	63	22		85						85			
34	4	30		34						34			
855		40	815	855						855			
50		50		50						50			
7	7			7						7			
275			275	235			40		40	235			
2,626	236	566	1,824	2,521	10		95		87	1,721	818		
17	17			16	1				1	2	14		
98	54	44		98					36	62			
41	41			39	1		1				41		
21	21			9	1		11			16	5		
2	2			2							2		
94	18	76		76	4		14		1	5	88		
27	27			24			3			3	24		
5	5			5							5		
41	3	38		37			4			37			
66	18	48		66					4	64			
29	5	24		29					2	5	24		
18	18			17		1			1	17			
450	229	230		418	7	1	33		45	211	203		
7	7			6			1			6	1		
6	6			6						3	3		
57	9	48		33		2	21	1	3	48	6		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age
ALBANY — Continued.									
IV. LEATHER AND RUBBER GOODS— Concluded.									
3-g.	Canvas and sporting goods.	3		4	15	15	15		
4.	Rubber and gutta percha goods.	3		2	9	9	9		
5-c.	Brushes.	2			8	8	6		
Total—Group IV.		17		13	107	104	103	3	
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.	Proprietary medicines.	1			7	6	7	1	
1-b.	Sodas and other alkalies.	3			132	125	132	7	
1-d.	Other chemicals and drugs.	1			127	120	127	7	
4.	Animal oil products.	2			15	15	15		
5.	Mineral oil products.	1			34	32	34	2	
6.	Soap, perfumery and cosmetics.	1	2		2	2	2		
7-f.	Celluloid and other plastics.	1			74	69	74	5	
Total—Group V.		10		2	391	369	391	22	
VI. PAPER AND PULP.									
2-c.	Paper mills.	1			38	38	38		
VII. PRINTING AND PAPER GOODS.									
1.	Type and printers' materials.	1		2	4	4	4		
2-a.	Paper boxes and tubes.	4			215	215	204		
2-b.	Paper bags and sacks.	1			18	16	18	2	
2-c.	Other paper goods.	3			413	378	413	35	
3-a.	Printing and publishing.	31		16	1,461	1,332	1,437	129	
3-b.	Bookbinding and blank book making.	8		5	42	42	41		
3-c.	Lithographing and engraving.	8		5	141	131	141	10	
5.	Photography.	1			2	2	2		
Total—Group VII.		57		28	2,296	2,120	2,260	176	
VIII. TEXTILES.									
2-a.	Carpets and rugs.	1			5	5	5		
2-b.	Felt goods.	1			25	25	13		
4.	Hosiery and knit goods.	2			533	529	533	4	
5-a.	Dyeing, finishing, etc.	1	1		4	4	4		
7.	Oilcloth, window shades, etc.	1			3	3	3		
Total—Group VIII.		6		1	570	566	558	4	
IX. CLOTHING, MILLINERY, LAUNDRY, Etc.									
1-a.	Tailoring.	59		36	323	318	316	5	
1-b.	Shirts, collars and cuffs.	8			1,534	1,524	1,423	10	
1-c.	Men's neckwear.	1			6	6	6		
2-a.	Dressmaking.	24		8	797	789	622	8	
2-b.	Women's white goods.	1			15	15	15		
3.	Men's hats and caps.	2		4	12	12	12		
4-a.	Artificial feathers and flowers.	1	1		3	3	3		
4-b.	Millinery.	25		13	206	206	204		
5-c.	Umbrellas and parasols.	1		1	2	2	2		
6-a.	Laundries (non-Chinese).	16		15	319	315	297	4	
6-a.	Chinese laundries.	9			17	17	17		
6-b.	Cleaning and dyeing.	4		4	19	17	19	2	
7.	Clip sorting.	5		1	83	81	81	2	
Total — Group IX.		156		83	3,336	3,305	3,017	31	

Cmas Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.		Over 63 hours.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
15 9 6	15 9 6			7 9 5			8 1			8 7 2	7 2 4		
100	52	48		66		2	31	1	3	74	23		
6 125 120 15 32 2 69	6 18 15 2 2	107 120 32 69		1 104 102 15 32 2 63			5 21 15 6			5 6 109	1 115 32 2 69		
369	41	328		319		2	47	1	7	120	234	8	
38		38		26			11	1	1		37		
4 204 16 378 1,308 41 131 2	4 4 16 78 20 61 2	200 378 522 21 70	708	4 52 3 198 915 24 101 2			152 13 178 374 14 30		4 2 1,294 38 31	4 16 196 14 3 100 2	200 180		
2,084	185	1,191	708	1,299	10	11	761	3	1,369	335	380		
5 13 529 4 3	5 13 18 4 3		511	2 7 126 3 3			3 6 375 1			6 1 18 1 3	5 7 510 3		
554	43		511	141		2	384	27	19	10	525		
311 1,413 6 614 15 12 3 204 2 293 17 79	198 9 6 117 15 12 3 134 2 90 17 17 11	113 408 237 260 101 3 9 70 203 17 17 68	996 260	198 122 1 101 3 9 1 50 17 14 37	4 10 1	3	106 1,245 5 509 12 3 2 201 1 238 3 42		4 36 46 13 3 1 5 4 22	78 261 6 563 4 2 196 2 47 7 79	229 1,106 38 15 8 3 224 17 10 79		
2,986	631	1,099	1,256	553	6	13	2,367	47	91	1,166	1,729		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	
								Total.	There- of 14-16 years of age.
	ALBANY — <i>Concluded.</i>								
	X. FOOD, LIQUORS AND TOBACCO.								
1-a	Flour and other cereal products.	2			18	17	17	1	
1-c	Canning fruits and vegetables.	1	2		2	2	2		
1-d	Coffee and spice roasting and grinding.	3			41	34	41	7	
1-e	Groceries not elsewhere classified.	2	1		14	13	14	1	
2	Provisions	2			24	21	24	3	
3	Dairy products.	2			19	15	11	4	
4-b	Crackers and biscuits.	2	1		12	12	12		
4-c	Bread and other bakery products.	64		80	206	206	201		
4-d	Confectionery and ice cream.	22		15	193	184	160	9	
5-a	Artificial ice.	1			16	12	16	4	
5-c	Mineral and soda waters.	7		7	33	33	30		
5-e	Malt liquors.	9			313	265	311	48	
5-f	Vinous and distilled liquors.	1			21	15	21	6	
6-a	Tobacco and snuff.	1			42	40	42	2	
6-b	Cigars.	34		29	236	233	231	3	
	Total — Group X.	153		135	1,190	1,102	1,133	88	
	XI. WATER, LIGHT AND POWER.								
1	Water.	2			84	70	73	14	
2	Gas.	3			44	42	44	2	
4	Electric light and power.	2			21	19	21	2	
5	Steam heat and power.	1			2	2	1		
	Total — Group XI.	8			151	133	139	18	
	Total — Albany.	522		319	11,592	11,119	11,001	473	
	BUFFALO.								
	I. STONE, CLAY AND GLASS PRODUCTS.								
1-a	Crushed stone.	3			30	29	30	1	
1-b	Cut stone.	6	5		365	359	307	6	
2-a	Asbestos, graphite, etc.	2	2		12	12	11		
2-b	Abrasives.	1	1		2	2	2		
3-b	Cement and lime.	2			30	22	29	8	
3-c	Plaster (wall and land).	4	1		60	60	44		
3-e	Artificial stone.	4	3		27	25	22	2	
3-f	Plaster and composition casts and orna- ments.	2	2		5	5	4		
4-a	Building brick.	5			272	272	228		
4-b	Terra cotta and fire-clay products.	4			92	85	78	7	
4-c	Pottery products.	1			395	388	395	7	
5-a	Building glass.	2	2		59	56	59	3	
5-b	Beveled glass and mirrors.	5	3		253	214	251	39	
5-c	Pressed, blown and cut glassware.	4	3		109	108	82	1	
5-d	Bottles and jars.	1			4	2	4	2	
	Total — Group I.	46		22	1,715	1,639	1,546	76	
	II. METALS, MACHINES AND CON- VEYANCES.								
1-a	Silver and plated ware.	2	2		25	25	19		
1-c	Gold, silver and aluminum leaf.	1			5	5	5		
1-e	Jewelry, gold pens, etc.	10		11	387	334	384	53	
2-a	Smelting and refining.	4	3		276	265	270	11	
2-b	Copper work.	5	5		198	188	198	10	
2-c	Brass and bronze castings.	12	1	10	524	503	330	17	
2-d	Gas and electric fixtures.	4	1		18	18	18		
2-e	Brass and bronze ware not elsewhere classified.	10		11	493	481	475	12	



Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
16	16			16								16	
2	2			2								2	
34	12	22		29			5		1	4	29		
13	13			4			9			13			
21	21			21							21		
7	7			7							7		
12	12			12							12		
201	140	61		143	4	2	51	1	2	1	198		
151	48	103		70	2		77	2	2	36	113		
12	12			12							12		
30	30			30						15	15		
263	33	230		263					139	121	3		
15	15			15						15			
40		40		37		3			3	37			
228	122	106		173	1	1	53		175	53			
1,045	483	562		834	7	6	195	3	322	295	428		
59		59		59						59			
42	7	35		42							31	11	
19	19			19						19			
1	1			1							1		
121	27	94		121						78	32	11	
10,528	1,951	4,278	4,299	6,443	41	37	3,924	83	1,952	4,026	4,531	19	
29	29			29							29		
301	30	50	221	230			70	1	18	232	51		
11	11			3			8			11			
2	2			2						2			
21	1	20		21					1			20	
44	21	23		43		1			1		43		
20	20			20						20			
4	4			4					1		3		
228		228		213	15				15	213			
71	26	45		71						21	50		
388			388	155	20	9	200	4	13	375			
56	9	47		24			32			56			
212	11	201		201	6	5			2	145	65		
81	16	65		58	15	1	6	1	7	39	35		
2	2			1			1		2				
1,470	182	679	609	1,075	56	16	317	6	60	1,114	276	20	
19	19			14	2	3				5	14		
5	5			2			2	1	5				
331	69	262		258	11	8	49	5	20	311			
259	34		225	259							259		
188	23	165		181	3	3	1		3	6	179		
313	37	276		307	5	1			1	2	310		
18	18			17	1				5	10	3		
463	54	161	248	338	16	1	107	1	2	63	398		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
BUFFALO—Continued.									
II. METALS, MACHINERY AND CONVEY- ANCES—Concluded.									
2-f.	Sheet metal work.	51		30	2,118	2,000	1,907	118	
2-g.	Metal goods not elsewhere classified.	13		6	137	135	118	2	
3-b.	Pig iron.	7		5	1,104	1,081	1,005	23	
3-c.	Rolling mills and steel works.	6		2	698	668	675	30	
3-d.	Bridges and structural iron.	5		4	680	576	660	84	
3-g.	Hardware not elsewhere classified.	18	1	10	274	261	242	13	
3-h.	Cutlery.	4		2	10	10	8		
3-i.	Tools and dies.	11		8	396	304	332	92	
3-m.	Metal furniture.	5		2	524	475	468	48	
3-n.	Wire work not elsewhere classified.	11		11	297	269	291	28	
3-p.	Car wheels and railway equipment.	5		2	563	539	501	24	
3-q.	Architectural and ornamental iron work.	3		6	123	122	86	1	
3-r.	Cooking and heating apparatus.	14		13	3,260	3,121	3,198	139	
3-s.	Typewriting and registering machines.	3		3	32	24	32	8	
3-t.	Stationary engines, boilers, etc.	24		16	2,251	2,076	2,045	175	
3-u.	Machinery not elsewhere classified.	49		30	2,091	1,948	1,960	142	
3-v.	Castings (iron).	16		15	3,062	2,936	2,993	120	
4-a.	Electrical apparatus.	4		1	178	162	166	16	
4-c.	Dynamos, motors and electrical supplies.	10		3	265	231	262	34	
5-a.	Carriages, wagons and sleighs.	32		24	593	566	547	27	
5-b.	Blacksmithing and wheelwrighting.	4		2	31	31	25		
5-c.	Cycles.	3		3	30	30	28		
5-d.	Motor vehicles.	34		31	4,691	4,263	4,558	427	
5-e.	Cars.	2			1,886	1,841	1,886	45	
5-g.	Railway repair shops.	11			3,937	3,830	3,608	107	
6.	Boat and shipbuilding.	4		1	1,110	1,100	530	10	
7.	Agricultural implements.	8		6	1,163	1,046	935	117	
8-a.	Professional and scientific instruments.	7		7	55	50	55	5	
8-b.	Optical and photographic apparatus.	10		2	122	111	118	11	
8-c.	Lamps, reflectors, stereopticons, etc.	3		3	123	116	122	7	
8-e.	Scales, meters, phonographs, etc.	5			194	173	166	21	
9.	Sorting old metals.	2		4	56	56	46		
Total—Group II.		441	2	295	33,960	31,970	31,272	1,977	
III. WOOD MANUFACTURES.									
2-a.	House trim.	28		20	1,904	1,774	1,733	130	
2-b.	Packing boxes, crates, etc.	4		2	286	274	269	12	
2-c.	Cigar and fancy wood boxes.	9		9	182	179	176	3	
3.	Cooperage.	12		9	199	197	173	2	
4-c.	Wooden toys and novelties.	10		13	45	45	40		
4-e.	Other articles and appliances of wood.	15		12	516	498	482	18	
5-a.	Furniture and upholstery.	38		27	1,505	1,457	1,339	48	
5-b.	Caskets.	4		2	48	48	46		
5-c.	Store, office and kitchen fixtures.	12		6	974	932	848	40	
5-d.	Mirror and picture frames.	12		10	49	49	44		
5-e.	Other cabinet work.	4		8	181	176	178	5	
6.	Pianos, organs, etc.	6		6	431	418	351	9	
7-b.	Mats and woven goods.	1			41	40	13	1	
7-c.	Brooms.	3		2	9	9	6		
Total—Group III.		158		126	6,370	6,096	5,698	268	
IV. LEATHER AND RUBBER GOODS.									
1.	Leather.	8		5	644	609	619	35	
2.	Furs and fur goods.	14		11	139	139	99		
3-a.	Belting, washers, etc.	4		4	71	67	67	4	
3-b.	Saddlery and harness.	19		9	302	295	289	7	
3-c.	Traveling bags and trunks.	4		3	146	140	144	6	
3-d.	Boots and shoes.	19		17	676	653	655	23	
3-e.	Gloves and mittens.	6		4	78	72	77	6	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
1,789	196	558	1,035	1,443	182	17	145	2	154	107	1,528			
116	67	49		89	8	1	18		1	18	97			
982	5	50	927	982							55	927		
645	7	163	475	644	1					54	116	475		
576		164	412	550	22	4			4	164	408			
229	45	184		213	3		10		9	54	166			
8	8			8					3	1	4			
240	66	174		201	14	1	24		1	157	82			
420	17	176	227	342	28		49	1	10		410			
263	31	232		173	23	8	57	2	14	58	191			
477		477		467	10						477			
85	12	73		85						47	38			
3,059	39	313	2,707	2,980	74	5			11	1,018	2,030			
24	24			17			7		17	7				
1,870	65	1,000	805	1,843	24	3			2	457	1,411			
1,818	247	1,042	529	1,735	76	4	3		4	294	1,520			
2,873	23	922	1,928	2,784	23	3	63		2		2,871			
150	16	134		133	6	2			14	136				
228	19	209		212	16				7	79	142			
520	136	181	203	458	15	7	39	1	8	68	444			
25	25			25					11	5	9			
28	5	23		28						3	25			
4,131	156	250	3,725	4,033	83	4	10	1	7	3,183	941			
1,841			1,841	1,790	26		25			1,501	340			
3,501		516	2,985	3,466	33	1	1		1	1,313	2,187			
520	1	76	443	519	1					520				
818	12	140	666	785	30		3		3		812			
50	18	32		36		2	12		3	44	3			
107	36	71		98	2	2	5		1	106				
115	5	110		113	2					5	110			
145	14	131		142	3					35	110			
48	1	45		46							46			
29,295	1,555	8,359	19,381	27,816	742	84	639	14	323	9,834	17,736	1,402		
1,603	59	799	745	1,491	97	15			36	299	1,268			
257	7	250		230	19	8			8		249			
173	47	128		32	12	6	115	8	14	14	145			
171	56	115		156	9				65	14	92			
40	40			35	3	1			26	14				
464	87	149	228	395	31	6	32		6	72	386			
1,291	107	925	259	1,075	120	44	47	5	48	108	1,135			
46	9	37		37	2		7			7	39			
808	25	418	365	713	73	22			22	50	736			
44	44			38	2	4			7	27	10			
173	6	167		155	13	5			4	1	168			
342	19	323		320	5		17			12	330			
12	12			10	2					12				
6	6			6					2		4			
5,430	524	3,309	1,597	4,693	388	111	225	13	238	630	4,562			
584	30	152	402	497	14	14			14	148	422			
99	78	21		33	2	1	53		11	34	54			
63	29	34		29	20	4	9	1	5	32	26			
282	85	197		241	5		36			46	236			
138	6	132		93	16	2	23		6	58	74			
632	65	365	202	293	22	56	26	35	91	393	144	4		
71	50	21		26	4		39	2	21	21	20			

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		GRAND TOTAL.	OFFICE FORCE.	
		Once.	More than once.		Total.	There- of in shop.		Total.	There- of 14-16 years of age.
	<b>BUFFALO—Continued.</b>								
	<b>IV. LEATHER AND RUBBER GOODS— Concluded.</b>								
3-f.	Fancy leather goods.	4	1	4	93	89	90	4	
3-g.	Canvas and sporting goods.	6		3	65	61	55	4	
4.	Rubber and gutta percha goods.	12		7	513	498	472	15	
5-b.	Articles of horn, bone, tortoise shell, etc.	1			194	177	184	7	
5-c.	Brushes.	2		2	11	11	11		
5-d.	Mattresses, pillows and other articles of hair, feathers, etc.	15		14	75	74	75	1	
	<b>Total—Group IV.</b>	114	1	83	2,997	2,885	2,838	112	
	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>								
1-a.	Proprietary medicines.	13		1	527	427	484	100	
1-b.	Sodas and other alkalies.	1			2	2	2		
1-d.	Other chemicals and drugs.	9		2	447	426	397	21	
2-a.	Paint, varnish, etc.	8		3	225	188	193	37	
2-b.	Dyes, colors and inks.	9		4	235	212	228	23	
3.	Wood alcohol and essential oils.	12		5	584	532	579	52	
4.	Animal oil products.	3			32	28	31	4	
5.	Mineral oil products.	8		1	403	376	385	27	
6.	Soap, perfumery and cosmetics.	9			2,667	1,488	2,613	1,164	
7-c.	Glue, mucilage, etc.	2		1	31	30	30	1	
7-d.	Fertilizers.	1			215	194	171	21	
	<b>Total—Group V.</b>	75		17	5,368	3,903	5,113	1,450	
	<b>VI. PAPER AND PULP.</b>								
2-c.	Paper mills.	1		1	43	41	43	2	
	<b>VII. PRINTING AND PAPER GOODS.</b>								
1.	Type and printers' materials.	3		2	27	25	27	2	
2-a.	Paper boxes and tubes.	16		8	2,078	2,021	1,960	57	
2-c.	Other paper goods.	4		8	189	182	189	7	
3-a.	Printing and publishing.	94		72	2,403	2,117	2,344	286	
3-b.	Bookbinding and blank book making.	9		12	95	95	95		
3-c.	Lithographing and engraving.	20		15	1,155	1,071	1,066	84	
3-d.	Games and novelties.	1		1	48	45	48	3	
4.	Wall paper.	1		4	206	184	206	22	
5.	Photography.	1		1	2	2	2		
	<b>Total—Group VII.</b>	149		123	6,203	5,742	5,967	461	
	<b>VIII. TEXTILES.</b>								
1.	Silk and silk goods.	4		2	621	619	621	2	
2-a.	Carpets and rugs.	4			86	83	54	3	
3.	Cotton goods.	3		5	208	202	208	6	
4.	Hosiery and knit goods.	1			66	63	66	3	
5-b.	Upholstery goods.	1			12	12	10		
6.	Flax, hemp and jute manufactures.	1			135	130	132	5	
7.	Oilcloth, window shades, etc.	1			13	12	8	1	
	<b>Total—Group VIII.</b>	15		7	1,141	1,121	1,099	20	
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, Etc.</b>								
1-a.	Tailoring.	255	2	238	2,470	2,407	2,319	63	
1-b.	Shirts, collars and cuffs.	8		4	312	306	282	6	
1-c.	Men's neckwear.	1		2	44	44	44		
2-a.	Dressmaking.	143		129	1,825	1,795	1,683	30	
2-b.	Women's white goods.	1			5	5	3		
2-d.	Women's neckwear, etc.	1		1	7	7	7		
2-e.	Corsets, garters, etc.	6		6	18	18	18		

## Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
86	29	57	.....	28	.....	3	54	3	6	20	60	.....	.....	
51	24	27	.....	29	.....	.....	22	.....	4	9	38	.....	.....	
458	56	152	250	420	6	10	22	.....	1	16	441	.....	.....	
177	.....	177	.....	67	4	1	103	2	3	.....	174	.....	.....	
11	11	.....	.....	8	3	.....	.....	.....	.....	.....	11	.....	.....	
74	74	.....	.....	7	1	1	64	1	4	53	17	.....	.....	
2,726	537	1,335	854	1,769	97	92	720	48	166	830	1,726	4	.....	
384	71	313	.....	120	.....	.....	264	.....	193	191	.....	.....	.....	
2	2	.....	.....	2	.....	.....	.....	.....	.....	.....	2	.....	.....	
376	40	336	.....	362	1	1	12	.....	15	19	7	335	.....	
156	37	119	.....	125	4	1	25	1	2	100	54	.....	.....	
205	35	170	.....	140	5	2	57	1	10	57	138	.....	.....	
527	62	173	292	516	.....	.....	11	.....	15	17	98	397	.....	
27	7	20	.....	27	.....	.....	.....	.....	.....	7	20	.....	.....	
358	46	.....	312	350	2	1	5	.....	4	37	25	292	.....	
1,449	53	252	1,144	854	176	3	415	1	16	539	894	.....	.....	
29	1	28	.....	25	3	.....	1	.....	.....	1	28	.....	.....	
150	.....	150	.....	150	.....	.....	.....	.....	.....	.....	150	.....	.....	
3,663	354	1,561	1,748	2,671	191	8	790	3	255	968	1,416	1,024	.....	
41	.....	41	.....	32	.....	.....	9	.....	.....	9	32	.....	.....	
25	25	.....	.....	15	.....	.....	10	.....	.....	10	15	.....	.....	
1,903	54	798	1,051	172	30	3	1,552	146	42	373	1,488	.....	.....	
182	4	178	.....	36	6	1	138	1	4	2	176	.....	.....	
2,058	449	1,040	569	1,641	118	48	248	3	1,910	146	2	.....	.....	
95	62	33	.....	30	2	4	58	1	60	23	12	.....	.....	
1,012	110	461	441	715	56	12	226	3	418	594	.....	.....	.....	
45	.....	45	.....	8	2	1	34	.....	1	34	10	.....	.....	
184	.....	184	.....	172	12	.....	.....	.....	.....	.....	184	.....	.....	
2	2	.....	.....	2	.....	.....	.....	.....	2	.....	.....	.....	.....	
5,506	706	2,739	2,061	2,791	226	69	2,266	154	2,437	1,182	1,887	.....	.....	
619	10	163	446	62	6	2	529	20	21	.....	598	.....	.....	
51	21	30	.....	30	1	.....	20	.....	.....	21	30	.....	.....	
202	16	186	.....	102	4	1	94	1	1	5	196	.....	.....	
63	.....	63	.....	10	.....	.....	52	.....	.....	.....	63	.....	.....	
10	10	.....	.....	4	.....	.....	6	.....	10	.....	.....	.....	.....	
127	.....	127	.....	23	2	3	90	9	12	.....	115	.....	.....	
7	7	.....	.....	4	.....	.....	3	.....	7	.....	.....	.....	.....	
1,079	64	569	446	235	13	7	794	30	51	26	1,002	.....	.....	
2,256	756	1,500	.....	944	35	20	1,212	45	179	1,867	208	2	.....	
276	51	225	.....	42	.....	2	223	9	20	256	.....	.....	.....	
44	.....	44	.....	6	.....	.....	38	.....	.....	44	.....	.....	.....	
1,653	633	1,020	.....	196	6	3	1,392	56	178	1,269	203	.....	.....	
3	3	.....	.....	1	.....	.....	2	.....	.....	3	.....	.....	.....	
7	7	.....	.....	1	.....	.....	6	.....	.....	7	.....	.....	.....	
18	18	.....	.....	1	.....	.....	18	.....	.....	18	.....	.....	.....	

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	There- of 14-16 years of age.	
								Total.	There- of 14-16 years of age.
	BUFFALO—Concluded.								
	IX. CLOTHING, MILLINERY, LAUNDRY, Etc.—Concluded.								
3.....	Men's hats and caps.....	5	1	3	90	89	76	1	
4-a.....	Artificial feathers and flowers.....	2		3	13	13	5		
4-b.....	Millinery.....	84		61	829	826	569	3	
5-a.....	Curtains, embroidery, etc.....	4		6	40	40	40		
5-b.....	Quilts, comfortables, etc.....	1		1	10	10	10		
5-c.....	Umbrellas and parasols.....	1		1	1	1	1		
6-a.....	Laundries (non-Chinese).....	32		29	1,292	1,186	1,179	106	
6-a.....	Chinese laundries.....	8		7	17	17	16		
6-b.....	Cleaning and dyeing.....	25		25	152	144	115	8	
7.....	Clip sorting.....	20		9	442	404	420	38	
	Total — Group IX.....	597	3	525	7,567	7,312	6,787	255	
	X. FOOD, LIQUORS AND TOBACCO.								
1-a.....	Flour and other cereal products.....	15		3	1,253	1,167	1,178	86	
1-c.....	Canning fruits and vegetables.....	3		2	31	28	31	3	
1-d.....	Coffee and spice roasting and grinding.....	9		5	46	40	46	6	
1-e.....	Groceries not elsewhere classified.....	5		2	95	66	84	29	
2.....	Provisions.....	31		8	1,875	1,698	1,843	177	
3.....	Dairy products.....	5		7	67	42	67	25	
4-a.....	Macaroni and other food pastes.....	4		4	37	35	36	2	
4-b.....	Crackers and biscuits.....	5		1	687	658	633	29	
4-c.....	Bread and other bakery products.....	190		157	876	651	644	25	
4-d.....	Confectionery and ice cream.....	34		17	768	705	636	60	
5-a.....	Artificial ice.....	2			24	20	24	4	
5-b.....	Cider, grape juice, etc.....	1			3	3	3		
5-c.....	Mineral and soda waters.....	12		6	80	71	76	9	
5-d.....	Malt.....	14		5	309	290	308	19	
5-e.....	Malt liquors.....	26		6	696	636	668	60	
5-f.....	Vinous and distilled liquors.....	9		6	55	39	55	16	
6-b.....	Cigars.....	75		68	496	490	491	6	
6-c.....	Cigarettes.....	3		3	19	19	19		
	Total — Group X.....	443		299	7,217	6,658	6,812	556	
	XI. WATER, LIGHT AND POWER.								
1.....	Water.....	1		1	1	1	1		
2.....	Gas.....	1			251	243	241	8	
4.....	Electric light and power.....	5			61	32	51	19	
	Total — Group XI.....	7		1	303	276	293	27	
	XII. BUILDING INDUSTRY.								
2.....	Paint shops.....	2			49	49	20		
	Total — Buffalo.....	2,048	6	1,499	72,933	67,692	67,497	5,204	
	NEW YORK CITY.								
	I. STONE, CLAY AND GLASS PRODUCTS.								
1-a.....	Crushed stone (Brooklyn).....	1			4	4	4		
1-b.....	Cut stone.....	174		32	4,956	4,778	3,580	178	
	Manhattan and Bronx.....	81		18	2,033	1,962	1,596	81	
	Brooklyn.....	47		7	1,174	1,163	790	21	
	Queens.....	43		7	1,736	1,659	1,581	76	
	Richmond.....	5			14	14	13		
1-c.....	Hones, slates, mosaics, etc.....	2			27	27	27		
	Manhattan and Bronx.....	1			6	6	6		
	Brooklyn.....	1			22	23	23		

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
75	30	45		39	2		33	1	1	69	5		
5	5			1			4			5			
566	346	220		19		1	537	9	21	409	136		
40	40			7			33		15	25			
10	10			7			3			10			
1	1						1			1			
1,073	119	954		175	1	4	889	4	51	457	565		
16	16			12			4			14		2	
107	86	21		74			33			69	38		
382	110	272		181		1	199	1	4	92	286		
6,532	2,231	4,301		1,705	44	31	4,627	125	469	4,601	1,458	4	
1,092	55	463	574	912			178	2	46		331	715	
23	28			20	1		7		3		25		
40	40			18		1	20	1	11	21	8		
55	29	26		24	1		29	1	1	32	22		
1,666	149	257	1,260	1,520	52	2	92		4	30	1,632		
42	42			40			2			6	24	12	
34	13	21		33				1		1	33		
604	12	298	294	295	16	2	287	4	6		598		
619	394	225		522	10	7	80		30	124	465		1
576	182	394		225	10	2	331	8	22	141	406	7	
20	20			20							12	8	
3	3			3							3		
67	45	22		58			9			39	28		
289	112	177		287			2		2	62	150	75	
608	66	542		606	2				23	500	54	31	
29	39			26	10		3		7	19	13		
455	289	166		350	22	29	52	2	442	11	2		
19	19			10	1		8			11	8		
6,256	1,537	2,591	2,128	4,969	125	43	1,100	19	597	997	3,814	848	1
1	1			1						1			
233			233	231	2						2	231	
23	32			32						5	7	20	
266	33		233	264	2					6	9	251	
29	9	20		23	5	1			20	9			
62,293	7,732	25,504	29,057	48,043	1,889	462	11,487	412	4,616	20,206	33,918	3,553	1
4	4			4						4			
3,402	907	2,150	346	3,379	16	2	4	1	3,189	153	60		
1,315	446	869		1,307	5		5		1,218	39	58		
768	373	496		769					653	114	2		
1,306	175	786	346	1,290	11	2	1	1	1,305				
15	15			15					15				
27	5	22		27					5	22			
6	6			6					6				
26		22		22						22			

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
I. STONE, CLAY AND GLASS PRODUCTS— Concluded.									
2-a	Asbestos, graphites, etc.	16		6	865	816	825	41	2
	Manhattan and Bronx.	10		4	125	117	108	8	
	Brooklyn	6		2	740	699	717	33	2
2-b	Abrasives.	5			95	95	94		
	Manhattan and Bronx.	3			15	15	15		
	Brooklyn	2			80	80	79		
3-a	Asphalt.	8			272	270	257	2	
	Manhattan and Bronx.	3			137	135	134	2	
	Brooklyn	5			135	135	123		
3-c	Plaster (wall and land)	6			782	772	767	10	
	Manhattan and Bronx.	3			139	136	139	3	
	Brooklyn	1			30	30	30		
	Queens	1			100	96	88	4	
	Richmond.	1			513	510	510	3	
3-e	Artificial stone.	14		6	172	170	129	2	
	Manhattan and Bronx.	5		5	21	20	21	1	
	Brooklyn	5		1	26	25	23	1	
	Queens	3			121	121	81		
	Richmond.	1			4	4	4		
3-f	Plaster and composition casts and orna- ments.	60	1	27	688	668	562	20	
	Manhattan and Bronx.	55	1	25	661	641	537	20	
	Brooklyn	4		2	22	22	20		
	Queens	1			5	5	5		
4-a	Building brick.	5		1	363	363	268		
	Manhattan and Bronx.	1			3	3	3		
	Brooklyn	1			100	100	80		
	Richmond.	3		1	260	260	245		
4-b	Terra cotta and fire clay products.	20		4	1,086	1,053	906	33	
	Manhattan and Bronx.	7		2	86	84	76	2	
	Brooklyn	9		2	344	339	244	5	
	Queens	3			336	330	336	6	
	Richmond.	1			320	300	250	20	
4-c	Pottery products.	21		7	544	531	508	13	
	Manhattan and Bronx.	9		5	146	143	133	3	
	Brooklyn	10		1	390	380	370	10	
	Queens	1		1	2	2	2		
	Richmond.	1			6	6	3		
5-a	Building glass.	57		28	808	785	699	23	
	Manhattan and Bronx.	38		17	491	477	455	14	
	Brooklyn	18		10	307	298	237	9	
	Richmond.	1		1	10	10	7		
5-b	Beveled glass and mirrors.	37		18	1,046	919	967	127	6
	Manhattan and Bronx.	29		15	895	773	838	122	6
	Brooklyn	8		3	151	146	129	5	
5-c	Pressed, blown and cut glassware.	83	1	34	2,899	2,785	2,139	109	1
	Manhattan and Bronx.	55	1	25	1,248	1,162	1,022	84	
	Brooklyn	24		9	1,369	1,340	864	24	1
	Queens	4			284	283	253	1	
5-d	Bottles and jars.	9		6	421	410	283	11	
	Manhattan and Bronx.	6		6	99	92	95	7	
	Brooklyn	2			187	184	167	3	
	Queens	1			136	134	81	1	
Total—Group I.		518	2	169	15,028	14,446	12,015	569	10
	Manhattan and Bronx.	306	2	122	6,102	5,755	4,977	347	7
	Brooklyn	144		37	5,081	4,967	3,839	111	3
	Queens	57		8	2,718	2,630	2,167	88	
	Richmond.	11		2	1,127	1,104	1,032	23	



Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
784	73	76	635	654	16	2	109	3	9	107	668			
100	45	55		85			33	2	9	74	17			
684	28	21	635	559	18	2	78	1		53	651			
94	19	75		89	5				10	5	79			
15	16			15					10	5				
79		75		74	5						79			
255	17	238		255					80	7	90	78		
132	4	128		132							50	78		
123	13	110		123					80	3	40			
757	12	238	507	726	5		26				757			
138	13	124		138							136			
30		30		30							30			
84		84		81			3				84			
507			507	479	5		23				507			
127	62	65		127					19	66	42			
20	20			20					17		3			
22	22			22						15	5			
81	16	65		81						51	30			
4	4			4							4			
542	335	207		482	3	3	54		252	240	50			
617	310	207		458	2	3	54		253	238	48			
20	20			5	1				5	4				
5	5			5										
268	3	265		268					20		248			
3	3			3							3			
20		20		20					20					
245		245		245							245			
373	88	286	519	792	6	5	68	2	354	176	113	230		
74	64	20		61			23		26	15	33			
239	30	209		211			23		20	139	80			
330	4	37	289	300	6	5		2	308	22				
230			230	230			17					230		
495	60	435		289	4	4	184	14	46	263	186			
130	28	102		79		3	47	1	32	98	2			
360	27	333		206	4	1	136	13	12	167	181			
2	2			2										
3	3			3										
676	345	331		589	6	1	80		184	458	34			
441	268	173		380	6	1	55		142	290	9			
228	70	158		208			20		48	161	25			
7	7			1	1		5			7				
840	285	340	215	816	7	6	11		33	776	31			
716	231	270	215	705	2	2	7		16	689	31			
124	54	70		111	5	4	4		17	107				
2,030	373	1,657		1,719	43	54	193	21	452	1,003	575			
958	258	650		768	17	3	138	18	100	704	154			
840	85	755		789	26	46	37	2	221	223	223			
252		252		252		5	18	1	71	33	148			
272	61	211		233		7	27		144	118	10			
88	61	27		78	3		7			78				
164		164		155	2	7	20		124	40				
20		20		20					20					
11,446	2,649	6,576	2,221	10,449	116	84	756	41	4,797	3,398	2,943	308		
4,630	1,790	2,626	215	4,198	34	12	367	21	1,808	2,210	534	78		
3,728	630	2,463	656	3,272	69	90	321	16	1,265	1,075	1,588			
2,079	202	1,243	634	2,007	17	12	39	4	1,711	108	268			
1,009	27	245	737	974	6		29		13	7	759	230		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CON- VEYANCES.									
1-a....	Silver and plated ware.....	95		61	2,148	2,029	1,954	119	2
	Manhattan and Bronx.....	78		52	1,547	1,458	1,413	89	2
	Brooklyn.....	17		9	601	571	541	30	
1-b....	Gold and silver refining.....	12		4	137	129	124	8	
	Manhattan and Bronx.....	10		4	129	122	116	7	
	Brooklyn.....	2			8	7	8	1	
1-c....	Gold, silver and aluminum leaf.....	21		14	166	160	152	6	
	Manhattan and Bronx.....	12		3	134	128	125	6	
	Brooklyn.....	9		11	32	32	27		
1-d....	Gold and silver watch cases.....	15		13	350	342	328	8	
	Manhattan and Bronx.....	12		12	118	114	96	4	
	Brooklyn.....	3		1	232	228	232	4	
1-e....	Jewelry, gold pens, etc.....	431	1	390	6,213	5,791	5,770	422	5
	Manhattan and Bronx.....	398		371	5,662	5,259	5,307	413	6
	Brooklyn.....	33		19	551	552	463	9	
1-f....	Lapidary work.....	85		72	819	781	771	38	
	Manhattan and Bronx.....	84		72	789	751	751	38	
	Brooklyn.....	1			30	30	20		
2-a....	Smelting and refining.....	25		4	2,049	1,966	1,830	83	1
	Manhattan and Bronx.....	12		2	326	261	319	65	
	Brooklyn.....	10		2	119	113	88	6	1
	Queens.....	2			1,539	1,527	1,363	12	
	Richmond.....	1			65	65	60		
2-b....	Copper work.....	30		14	576	555	543	21	
	Manhattan and Bronx.....	24		12	529	509	511	20	
	Brooklyn.....	6		1	244	243	229	1	
	Richmond.....	1			3	3	3		
2-c....	Brass and bronze castings.....	47		16	642	628	494	14	
	Manhattan and Bronx.....	21		7	205	204	140	1	
	Brooklyn.....	19		8	251	245	172	6	
	Queens.....	7		1	186	179	188	7	
2-d....	Gas and electric fixtures.....	90		39	4,450	4,260	4,032	190	1
	Manhattan and Bronx.....	61		23	3,205	3,054	2,950	151	
	Brooklyn.....	28		16	945	906	802	39	1
	Queens.....	1			300	300	280		
2-e....	Brass and bronze ware not elsewhere classified.....	157		67	6,033	5,748	5,514	283	2
	Manhattan and Bronx.....	113		55	3,715	3,506	3,438	207	2
	Brooklyn.....	44		12	2,318	2,242	2,076	76	
2-f....	Sheet metal work.....	337	2	127	10,888	10,483	9,793	403	9
	Manhattan and Bronx.....	195	2	77	3,286	3,129	3,005	156	4
	Brooklyn.....	128		44	4,155	4,019	3,589	155	1
	Queens.....	16		6	3,447	3,355	3,199	112	4
2-g....	Metal goods not elsewhere classified.....	244		129	5,705	5,462	5,028	243	7
	Manhattan and Bronx.....	194		105	4,480	4,256	4,048	224	6
	Brooklyn.....	45		22	1,172	1,163	942	19	1
	Queens.....	5			44	44	32		
	Richmond.....	1			9	9	6		
3-c....	Rolling mills and steel works.....	34		21	1,771	1,695	1,600	76	3
	Manhattan and Bronx.....	20		17	538	524	495	14	
	Brooklyn.....	13		4	1,155	1,096	1,027	59	3
	Queens.....	1			78	76	78	3	
3-d....	Bridges and structural iron.....	58		11	2,973	2,650	2,540	323	2
	Manhattan and Bronx.....	33		3	822	768	732	66	
	Brooklyn.....	20		7	821	803	654	18	
	Queens.....	4			338	308	177	30	2
	Richmond.....	1			902	783	991	209	
3-g....	Hardware not elsewhere classified.....	62		20	1,288	1,146	1,134	142	1
	Manhattan and Bronx.....	44		15	732	605	642	127	1
	Brooklyn.....	17		6	550	536	482	14	
	Queens.....	1			6	6	6	1	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
1,835	477	864	494	1,641	62	19	112	1	27	1,243	565			
1,324	386	657	281	1,193	54	12	64	1	24	1,155	142			
511	91	207	213	448	8	7	48		3	85	423			
116	54	62		104			12		11	102	3			
109	47	62		97			12		11	98				
7				7						4	3			
146	111	35		101	3	3	39		93	33	20			
119	84	36		90			29		79	26	16			
27				11	3	3	10		14	8	6			
320	42	278		289	8	1	22		6	35	279			
92	42	50		86			5		5	35	52			
225		225		208	7	1	17				227			
5,348	2,076	2,550	723	4,659	70	34	571	14	651	4,542	155			
4,894	1,932	2,259	743	4,275	67	29	512	11	622	4,158	114			
454	145	311		384	5	6	69	5	29	384	41			
733	373	360		699	12	3	18	1	392	341				
713	379	340		679	12	5	18	1	392	321				
20		20		20						20				
1,747	59	368	1,320	1,746	1				1,336	220	191			
254	27	227		264					9	180	66			
82	32	50		81	1				7	9	66			
1,361	31	1,320		1,361					1,320	31				
60		60		60							60			
522	155	367		474	3	4	37	4	76	353	93			
291	117	174		286	3		2		72	126	93			
228	36	193		185		4	36	4	4	224				
3	3			3						3				
480	254	226		467	5	1	7		87	285	108			
139	119	20		135	2	1	1		11	114	14			
166	98	68		166					8	107	61			
176	37	138		166	3		6		68	64	43			
3,842	349	1,965	1,528	3,645	84	33	79	1	641	2,490	711			
2,799	216	1,535	1,248	2,672	62	24	41		344	2,149	306			
763	133	630		699	22	9	32	1	17	541	406			
280		280		274			6		280					
5,231	727	2,723	1,781	4,584	81	19	541	6	104	3,128	1,999			
3,231	684	1,111	1,636	2,904	26	7	293	1	60	2,379	792			
2,000	145	1,612	245	1,680	56	12	248	5	44	749	1,207			
9,390	1,428	3,329	4,633	7,669	351	81	1,273	16	1,917	4,559	2,914			
2,849	865	1,663	321	2,664	53	9	183		889	1,328	632			
3,454	680	1,383	1,651	2,653	71	22	674	4	448	1,728	1,278			
3,087	45	283	2,761	3,322	227	60	476	12	680	1,603	1,004			
4,785	1,159	2,557	1,069	3,772	174	50	753	36	297	2,423	1,765			
3,224	874	2,181	769	2,967	153	34	636	34	189	1,993	1,642	300	1	
823	247	576	300	773	21	14	113	2	78	427	118	300		
52	32			28		2			27		6			
6	6			4					3	3				
1,524	176	848	500	1,507	14	1	2		698	569	257			
481	121	360		472	9				113	248	120			
968	66	413	500	960	5	1	2		686	246	137			
75		75		76						75				
2,217	305	1,132	780	2,203	12	2			1,094	1,047	76			
672	191	481		672					103	620	44			
616	98	618		616		1			191	423	2			
147	14	133		145	2				14	103	30			
722	2		720	721	10	1			781	1				
992	236	756		825	22	5	140		107	547	338			
619	149	570		411	6		103		63	316	120			
468	82	386		409	17	6	37		24	226	218			
6	6			6						6				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Continued.									
3-h....	Cutlery.....	28		19	417	399	393	18	
	Manhattan and Bronz.	20		13	315	298	310	17	
	Brooklyn.....	8		6	102	101	83	1	
3-i.....	Tools and dies...	103		67	1,308	1,285	1,072	23	
	Manhattan and Bronz.	71		54	634	614	554	20	
	Brooklyn.....	29		10	661	658	505	3	
	Queens.....	3		3	13	13	13		
3-k.....	Fire arms (Manhattan and Bronz.)	1			3	3	3		
3-m.....	Metal furniture...	34		9	1,982	1,909	1,880	73	
	Manhattan and Bronz.	25		3	1,058	1,015	1,027	43	
	Brooklyn.....	9		6	924	894	853	30	
3-n.....	Wire work not elsewhere classified.....	118	1	64	2,311	2,265	2,114	46	
	Manhattan and Bronz.	95	1	54	1,668	1,630	1,505	38	
	Brooklyn.....	21		9	610	602	586	8	
	Queens.....	2		1	33	33	23		
3-p.....	Car wheels and railway equipment (Brook- lyn)	1			237	230	237	7	
3-q.....	Architectural and ornamental iron work.	166		62	3,542	3,375	3,058	167	
	Manhattan and Bronz.	104		40	1,821	1,762	1,538	69	
	Brooklyn.....	53		16	1,126	1,064	1,024	62	
	Queens.....	9		6	595	549	496	46	
3-r.....	Cooking and heating apparatus.	50		12	2,059	1,902	1,913	157	
	Manhattan and Bronz.	38		9	1,287	1,168	1,186	119	
	Brooklyn.....	11		3	764	726	723	38	
	Queens.....	1			8	8	4		
3-s.....	Typewriting and registering machines.	43		6	1,532	1,337	1,449	164	
	Manhattan and Bronz.	38		5	1,198	1,017	1,115	150	
	Brooklyn.....	6		1	334	320	334	14	
3-t.....	Stationary engines, boilers, etc.	55		12	2,770	2,599	2,329	171	
	Manhattan and Bronz.	25		9	1,408	1,309	1,205	99	
	Brooklyn.....	24		2	1,281	1,211	1,068	70	
	Queens.....	6		1	71	69	48	2	
	Richmond.....	1			10	10	8		
3-u.....	Machinery not elsewhere classified.	377	1	185	12,178	11,581	10,225	597	
	Manhattan and Bronz.	243	1	134	5,048	4,713	4,490	335	
	Brooklyn.....	110		41	6,381	6,152	5,207	229	
	Queens.....	20		9	527	514	411	13	
	Richmond.....	4		1	222	202	117	20	
3-v.....	Castings (iron foundry products).	45		13	2,743	2,676	2,472	67	
	Manhattan and Bronz.	16		6	1,186	1,140	1,023	45	
	Brooklyn.....	26		7	1,394	1,374	1,236	20	
	Queens.....	3			164	162	164	2	
4-a.....	Telegraph, telephone and fire alarm appar- atus.	32		13	828	778	775	50	
	Manhattan and Bronz.	27		13	467	432	440	35	
	Brooklyn.....	3			159	166	133	3	
	Queens.....	2			202	190	202	12	
4-b.....	Incandescent lights (Manhattan and Bronz.)	7		1	270	228	270	42	
4-c.....	Dynamos, motors and electrical supplies.	131	2	48	7,630	6,164	7,267	1,466	
	Manhattan and Bronz.	107		37	6,969	5,543	6,768	1,426	
	Brooklyn.....	24		11	661	621	499	40	
5-a.....	Carriages, wagons and sleighs.	298		188	4,437	4,306	3,822	131	
	Manhattan and Bronz.	169		96	3,146	3,056	2,734	90	
	Brooklyn.....	108		78	1,145	1,105	948	40	
	Queens.....	9		6	84	83	82	1	
	Richmond.....	12		8	62	62	62		
5-b.....	Blacksmithing and wheelwrighting.	9		7	59	56	52	3	
	Manhattan and Bronz.	6		6	50	47	43	3	
	Brooklyn.....	3		1	9	9	9		
5-c.....	Cycles.....	6		4	19	19	17		
	Manhattan and Bronz.	3		1	6	6	6		
	Brooklyn.....	4		3	14	14	12		

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
375	90	285		250	6		117	2	51	242	82			
293	51	242		208	5		79	1	8	209	76			
82	39	43		42	1		38	1	43	33	6			
1,049	456	593		1,011	23	8			206	643	200			
534	309	225		516	13	4	1		172	279	83			
502	134	368		488	6	4	6		33	368	111			
13	13			9	4				1	6	6			
3	3			3						3				
1,807	151	537	1,119	1,732	19	4	52		44	124	1,639			
984	110	314	560	929	8		47		41	120	823			
823	41	223	559	803	11	4	5		3	4	816			
2,068	666	938	464	1,640	47	15	358	8	123	1,362	583			
1,467	576	632	259	1,088	33	13	329	4	99	1,006	363			
578	87	286	205	529	14	2	29	4	24	337	217			
23	3	20		23						20	3			
230			230	224	3		3			230				
2,891	848	1,540	503	2,872	9	8	2		719	2,028	146			
1,479	585	666	228	1,470	3	4	2		296	1,078	106			
962	229	733		966	5	1			148	776	38			
460	34	141	276	446	1	3			275	172	3			
1,756	197	831	728	1,732	13	3	8		352	632	772			
1,067	168	660	245	1,062	9	1	6		339	451	277			
685	51	171	483	676	4	2	3		13	181	491			
4	4			4							4			
1,285	207	1,078		1,157	31	3	94		452	833				
965	192	773		911	13	3	33		452	513				
320	15	305		246	13		61			320				
2,158	246	1,397	515	2,144	8	6			19	1,661	478			
1,106	103	488	516	1,097	5	4			1	770	335			
998	114	864		998					10	868	180			
46	21	25		41	3	2			8	15	23			
8				8						8				
9,628	1,945	2,179	5,504	8,633	497	15	458	25	668	8,590	370			
4,155	1,267	945	1,943	3,711	384	7	28	25	312	3,660	183			
4,978	584	835	3,661	4,482	110	6	380		318	4,477	183			
398	77	321		343	3	2	50		28	368	4			
87	17	80		87					12	85				
2,405	98	1,679	628	2,368	25	5	7		86	2,123	196			
978	71	279	628	959	19				19	919	40			
1,255	27	1,238		1,260	4	4	7		67	1,042	156			
162		162		159	2	1				162				
725	169	556		650	33	12	30		82	615	28			
405	160	245		365	19	4	17		68	309	28			
130	9	121		118	2	6	4		6	124				
190		190		167	12	2	9		8	182				
228	37	191		170	6		52			228				
5,801	564	2,030	3,207	4,642	210	35	911	3	526	4,920	355			
6,342	497	1,638	3,207	4,332	198	29	888	3	473	4,571	298			
469	67	392		410	14	6	29		53	349	57			
3,691	1,367	1,532	792	3,655	20	4	12		1,299	2,191	201			
2,644	777	1,075	792	2,616	15	1	12		1,267	1,269	78			
908	479	429		905	1	2			22	791	86			
81	53	28		77	3	1				77	4			
58	58			57	1				10	24	24			
49				48	1				4	25	20			
40	40			39	1					25	15			
9				9						4	5			
17	17			17					3	10	4			
5				5						5				
12	12			12					3	5	4			

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
5-d.....	Motor vehicles.....	134		34	3,374	3,137	3,027	237	
	Manhattan and Bronx.....	92		14	2,555	2,385	2,278	160	
	Brooklyn.....	31		16	804	187	167	17	
	Queens.....	7		3	624	554	571	70	
	Richmond.....	4		1	11	11	11		
5-g.....	Railway repair shops.....	33			5,038	4,853	4,731	185	4
	Manhattan and Bronx.....	10			2,232	2,125	2,089	107	4
	Brooklyn.....	12			1,181	1,150	1,137	31	
	Queens.....	9			1,498	1,451	1,388	47	
	Richmond.....	2			187	187	117		
6.....	Boat and ship building.....	54		11	5,282	5,189	4,283	91	2
	Manhattan and Bronx.....	13		3	861	832	654	29	2
	Brooklyn.....	31		6	2,686	2,658	2,161	28	
	Queens.....	6		1	273	253	178	17	
	Richmond.....	15		2	1,465	1,446	1,292	17	
7.....	Agricultural implements.....	6		1	152	152	83		
	Manhattan and Bronx.....	1		1	3	3	3		
	Brooklyn.....	4			144	144	75		
	Queens.....	1			6	6	6		
8-a.....	Professional and scientific instruments.....	54		24	1,646	1,573	1,580	73	4
	Manhattan and Bronx.....	39		20	643	602	598	41	4
	Brooklyn.....	13		4	348	338	327	10	
	Queens.....	1			30	30	30		
	Richmond.....	1			625	603	625	22	
8-b.....	Optical and photographic apparatus.....	67		37	448	412	406	36	2
	Manhattan and Bronx.....	59		35	383	347	362	36	2
	Brooklyn.....	8		2	65	65	44		
8-c.....	Lamp reflectors, stereopticons, etc.....	42		20	1,674	1,607	1,589	66	
	Manhattan and Bronx.....	40		19	1,633	1,567	1,568	65	
	Brooklyn.....	1		1	26	25	12	1	
	Queens.....	1			15	15	15		
8-d.....	Clocks and time recorders.....	20		12	1,336	1,306	1,319	30	
	Manhattan and Bronx.....	16		8	170	166	153	4	
	Brooklyn.....	4		4	1,166	1,140	1,166	26	
8-e.....	Scales, meters, phonographs, etc.....	35		7	2,021	1,936	1,889	85	1
	Manhattan and Bronx.....	25		7	688	660	620	28	1
	Brooklyn.....	9			893	862	842	31	
	Queens.....	1			440	414	427	29	
9.....	Sorting old metals.....	2		1	5	5	5		
	Manhattan and Bronx.....	1		1	4	4	4		
	Brooklyn.....	1			1	1	1		
Total — Group II.....		3,694	7	1,859	111,509	105,107	99,867	6,364	91
	Manhattan and Bronx.....	2,600	7	1,419	61,691	57,087	56,447	4,669	69
	Brooklyn.....	935		387	35,710	34,583	30,760	1,126	16
	Queens.....	114		38	10,519	10,116	9,372	401	6
	Richmond.....	45		15	3,589	3,321	3,228	268	
III. WOOD MANUFACTURES.									
1.....	Saw mill products.....	24		6	205	202	176	3	
	Manhattan and Bronx.....	12		3	83	83	67		
	Brooklyn.....	10		3	111	108	104	3	
	Queens.....	1			3	3	3		
	Richmond.....	1			8	8	8		
2-a.....	House trim.....	214	2	51	6,768	6,544	5,791	223	1
	Manhattan and Bronx.....	113	2	29	2,606	2,511	2,243	94	1
	Brooklyn.....	77		15	3,447	3,338	2,886	109	
	Queens.....	19		8	587	567	555	20	
	Richmond.....	5		2	123	123	108		

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under: 14 years (in shops except as not'd).	
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
NUMBER AT WORK IN SHOPS EMPLOYING—				SEX AND AGE.					Total.	51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
1-19.	20-199.	200 +		Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).							
2,790	580	873	1,329	2,772	10	4	4		912	1,805	57	16			
2,128	455	830	843	2,114	9	3	2		664	1,409	41	14			
150	108	48		146	1	1	2		11	128	11				
501	15		488	501					236	260	6				
11	11			11					1	8					
4,546	120	1,117	3,309	4,532	3		11		11	1,851	2,171	513			
1,992		564	1,428	1,989	3				147	1,659	188				
1,096	71	149	878	1,085			11		11	874	193	18			
1,341	49	237	1,006	1,341						765	519	267			
117		117		117						76		42			
4,192	195	1,099	2,898	4,158	24	5	5		2,642	1,539	11				
625	43	202	380	619	3		3		30	595					
2,133	94	191	1,848	2,119	12	2			1,642	480	11				
169	23	136		166	1		2		39	180					
1,275	35	570	670	1,264	8	3			931	344					
83	33	50		83					3	71	9				
3	3			3					3						
76	25	60		76						71	4				
6	6			6							6				
1,507	245	659	603	1,197	84	5	215	6	48	1,362	97				
557	174	389		423	9		125		20	518	19				
317	71	246		258	5	4	50	6	27	212	78				
30		30		30						30					
603			603	492	70	1	40		1	602					
370	314	56		345	11		14		76	287	7				
329	270	59		306	8		13		74	245	7				
44	44			40	3		1		2	42					
1,523	297	358	868	1,323	76	13	111		37	1,227	259				
1,497	271	358	868	1,300	78	12	109		57	1,216	244				
11	11			9			2			11					
15	15			14		1					15				
1,289	77	144	1,068	841	167	1	280		35	177	1,077				
149	68	83		148			3		34	115					
1,140	11	61	1,088	686	167	1	277		1	62	1,077				
1,804	127	868	809	1,721	48	2	33		27	1,436	341				
522	115	477		591	1				22	328	182				
811	18	391	408	779	22	2	8		6	647	169				
401			401	351	25		25			401					
5	5			5							5				
4	4			4							4				
1	1			1							1				
93,503	17,092	39,009	37,402	84,310	2,276	404	6,390	123	15,962	58,130	18,582	829	1		
51,878	12,473	22,631	16,774	48,722	1,290	204	3,581	81	7,442	35,325	9,011	200	1		
29,634	4,038	13,551	12,047	26,671	611	131	2,191	30	3,899	17,403	8,014	318			
8,971	443	2,000	6,528	8,033	228	64	576	12	2,222	4,349	1,473	267			
3,080	140	227	2,053	2,884	89	5	42		1,739	1,153	84	44			
173	106	67		172	1				8	45	120				
67	48	25		67					3	20	44				
101	59	42		100	1				6	22	74				
3	3			3						3					
5,568	1,109	3,349	1,110	5,450	108	9			1,587	1,336	2,645				
2,149	693	1,453		2,108	36	7			1,250	414	485				
2,778	352	1,314	1,110	2,706	71				165	566	2,055				
636	85	450		631	2	2			136	365	35				
108	61	102		108					37	1	70				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
	NEW YORK CITY—Continued.								
	III. WOOD MANUFACTURES—Continued.								
2-b...	Packing boxes, crates, etc.	61		21	1,625	1,578	1,549	47	
	Manhattan and Bronx	53		19	1,114	1,073	1,041	41	
	Brooklyn	7		2	451	445	448	6	
	Queens	1			60	60	60		
2-c...	Cigar and fancy wood boxes.	66		43	2,104	2,056	2,004	48	
	Manhattan and Bronx	57		37	1,964	1,918	1,899	46	
	Brooklyn	8		6	139	137	104	2	
	Queens	1		1	1	1	1		
3...	Cooperage.	42		15	1,367	1,360	1,291	7	
	Manhattan and Bronx	16		10	132	131	117	1	
	Brooklyn	20		4	1,115	1,110	1,072	6	
	Queens	6			117	116	100	1	
	Richmond.	1		1	3	3	2		
4-a...	Canes, umbrellas, sticks, etc.	40		33	548	537	499	11	
	Manhattan and Bronx	37		30	629	618	486	11	
	Brooklyn	3		3	19	19	14		
4-c...	Wooden toys and novelties	62		32	449	444	381	5	
	Manhattan and Bronx	38		19	269	264	230	6	
	Brooklyn	23		13	163	163	134		
	Queens	1			17	17	17		
4-e...	Other articles and appliances of wood.	145	1	109	1,984	1,927	1,685	57	
	Manhattan and Bronx	101	1	79	1,037	1,003	935	34	
	Brooklyn	42		29	643	627	549	16	
	Queens	2		1	304	297	201	7	
5-a...	Furniture and upholstery.	318	3	127	7,101	6,899	6,003	202	
	Manhattan and Bronx	233	2	76	6,272	6,087	4,441	185	
	Brooklyn	79	1	44	1,723	1,706	1,457	17	
	Queens	4		6	98	98	98		
	Richmond.	2		2	8	8	7		
5-b...	Caskets.	8		2	615	598	526	17	
	Manhattan and Bronx	6		2	311	305	292	6	
	Brooklyn	2			297	286	227	11	
	Queens	1			7	7	7		
5-c...	Store, office and kitchen fixtures.	122		53	2,244	2,175	1,980	69	
	Manhattan and Bronx	83		31	1,114	1,076	986	39	
	Brooklyn	38		22	793	775	657	18	
	Queens	1			337	325	337	12	
5-d...	Mirror and picture frames.	87		34	1,203	1,160	1,053	43	
	Manhattan and Bronx	65		19	1,015	973	894	42	
	Brooklyn	22		15	188	187	159	1	
5-e...	Other cabinet work.	166		66	2,580	2,542	2,085	38	
	Manhattan and Bronx	117		43	1,321	1,304	1,043	17	
	Brooklyn	45		21	1,154	1,135	933	19	
	Queens	4		2	105	105	104	2	
6.....	Pianos, organs, etc.	135	1	38	9,960	9,659	9,409	300	
	Manhattan and Bronx	121	1	35	8,465	8,191	7,932	273	
	Brooklyn	10		3	285	276	277	9	
	Queens	4			1,210	1,192	1,194	18	
7-a...	Pulp and fiber goods (Manhattan and Bronx)	5		2	39	39	27		
7-b...	Mats and woven goods.	23		11	403	388	361	15	
	Manhattan and Bronx	17		9	183	171	177	12	
	Brooklyn	6		2	220	217	184	3	
7-c...	Brooms (Manhattan and Bronx)	11		6	81	81	81		
7-d...	Articles of cork.	31		11	1,087	1,077	978	10	
	Manhattan and Bronx	9		3	81	77	67	4	
	Brooklyn	19		7	988	980	900	6	
	Richmond.	3		1	20	20	11		
7-e...	Pipes (tobacco).	23		15	1,644	1,630	1,578	14	
	Manhattan and Bronx	17		13	628	623	498	6	
	Brooklyn	6		2	639	635	603	4	
	Queens	1			677	672	677	5	



## REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops ex- cept as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20- 199.	200 +.	Men (18 yrs. +).	Youths (16- 18 yrs.).	Boys (14- 16 yrs.).	Wom. (16 yrs. +).	Girls (14- 16 yrs.).						
1,502	267	1,235		1,449	46	7			23	364	1,115			
1,000	241	759		885	12	3			19	304	877			
442	26	416		404	34	4			4		438			
60		60		60						60				
1,956	318	1,068	570	1,202	28	27	653	46	119	464	1,373		2	
1,853	297	986	570	1,128	28	24	629	44	111	428	1,314		2	
102	20	82		74		3	23	2	8	35	59			
1	1							1		1				
1,284	228	338	718	1,158	125	1	1		14	1,076	194			
116	92	24		116					5	66	55			
1,067	124	225	718	948	126				9	961	97			
99	10	89		89						59	40			
2	2			2							2			
488	210	278		477	4	6	1		4	181	303			
474	196	278		466	3	4	1		3	172	299			
14	14			11	1	2			1	9	4			
376	318	58		326	12	1	36	1	83	268	25			
225	189	26		205	8	1	11		77	136	13			
134	102	32		104	4		26	1	6	116	12			
17	17			17						17				
1,628	677	951		1,462	23	11	131	1	275	952	401			
901	492	409		885	12	1	23		241	529	131			
533	181	352		403	11	10	108	1	34	419	80			
194	4	190		194						4	190			
5,801	1,283	4,518		5,167	34	17	575	8	1,085	1,950	2,756			
4,266	1,006	3,260		3,770	15	11	466	9	925	1,434	1,897			
1,440	260	1,180		1,297	18	3	118	4	145	446	849			
98	10	88		94	1	3			20	68	10			
7	7			6					6	2				
509	16	493		421	2	2	81	3	124	268	117		1	
286	9	277		234	2	1	46	3	124	88	74		1	
216		216		181			36			180	36			
7	7			6		1					7			
1,911	652	934	325	1,864	32	2	12	1	669	652	590			
947	459	488		903	30	2	12		231	430	286			
639	193	446		636	2			1	115	222	304			
325		325		325					325					
1,010	432	578		932	12	6	60		59	320	631			
862	359	493		818	8	2	26		42	265	545			
163	73	86		116	4	4	34		17	65	86			
2,047	831	1,216		2,027	8	4	8		743	641	663			
1,031	646	385		1,021	2		8		522	249	260			
914	166	748		907	4	3			200	316	398			
102	19	83		99	2	1			21	76	6			
9,109	403	4,957	3,749	8,590	208	171	135	5	496	8,228	385			
7,665	386	4,706	2,573	7,215	166	146	134	6	487	6,953	245			
268	17	261		260	1	6	1		10	118	140			
1,176		1,176		1,116	42	19			19	1,157				
27	27			23	4				1	18	8			
346	106	240		299	5	10	32		46	221	79			
165	83	82		140	1	4	20		38	68	59			
181	23	158		159	4	6	12		8	153	20			
81	58	23		75	4		2		3	9	69			
968	135	592	241	463	30	6	458	11	35	211	722			
63	63			60			13		11	9	43			
894	61	592	241	409	30	6	440	9	23	192	679			
11	11			4			5	2	1	10				
1,564	90	529	945	1,105	139	9	308	3	13	1,447	104			
493	54	439		425	7	5	64	2	8	406	79			
499	36	90	373	420	22	3	54		3	471	26			
672			572	260	110	1	200	1	2	670				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.			
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.	
	NEW YORK CITY—Continued.									
7-f.....	III. WOOD MANUFACTURES—Concluded. Fireproofing lumber.	7			220	215	130	5		
	Manhattan and Bronz.	3			54	54	49			
	Brooklyn	3			139	136	64	3		
	Queens	1			27	26	27	2		
	Total—Group III.	1,500	7	675	42,227	41,111	37,587	1,114	1	
	Manhattan and Bronz.	1,115	6	462	26,198	25,381	23,515	815	1	
	Brooklyn	419	1	190	12,412	12,180	10,361	232		
	Queens	46		17	3,450	3,333	3,281	67		
	Richmond.	12		6	167	167	130			
1.....	IV. LEATHER AND RUBBER GOODS. Leather.	28		10	684	672	645	12		
	Manhattan and Bronz.	14		6	164	160	142	4		
	Brooklyn	13		4	497	490	476	7		
	Queens	1			23	22	23	1		
2.....	Furs and fur goods.	816	14	497	11,629	11,445	8,714	183		
	Manhattan and Bronz.	761	11	466	10,290	10,138	7,607	161		
	Brooklyn	65	3	41	1,339	1,307	1,107	22		
3-a.....	Belting, washers, etc.	14		4	228	208	215	20		
	Manhattan and Bronz.	12		3	216	196	207	20		
	Brooklyn	1		1	6	6	8			
	Queens	1			6	6	6			
3-b.....	Saddlery and harness.	96		62	669	647	596	22	1	
	Manhattan and Bronz.	60		31	677	655	516	22	1	
	Brooklyn	35		30	89	89	77			
	Queens	1		1	3	3				
3-c.....	Traveling bags and trunks.	103		65	1,833	1,786	1,682	47	2	
	Manhattan and Bronz.	96		60	1,806	1,769	1,661	47	2	
	Brooklyn	7		5	27	27	21			
3-d.....	Boots and shoes.	133	1	53	8,689	8,406	8,252	283	1	
	Manhattan and Bronz.	70		31	2,035	1,993	1,910	52	1	
	Brooklyn	63	1	22	6,654	6,423	6,342	231		
3-e.....	Gloves and mittens.	22		7	298	288	280	10		
	Manhattan and Bronz.	18		4	274	264	266	10		
	Brooklyn	4		3	24	24	24			
3-f.....	Fancy leather goods.	271	5	156	6,592	6,403	5,716	187	1	
	Manhattan and Bronz.	233	5	137	6,800	6,624	5,053	174	1	
	Brooklyn	34		18	622	624	532	2		
	Queens	4		1	166	166	181			
3-g.....	Canvas and sporting goods.	89		40	1,091	1,060	786	31		
	Manhattan and Bronz.	64		29	871	841	663	30		
	Brooklyn	23		11	209	208	116	1		
	Queens	1			4	4	4			
	Richmond.	1			7	7				
4.....	Rubber and gutta percha goods.	107		48	3,267	3,164	3,024	103		
	Manhattan and Bronz.	87		37	1,666	1,492	1,438	74		
	Brooklyn	17		11	783	774	780	9		
	Queens	3		30	918	898	806	20		
5-a.....	Pearl buttons, handles, etc.	46		19	1,909	1,877	1,765	32	1	
	Manhattan and Bronz.	27		19	1,137	1,121	1,049	16	1	
	Brooklyn	6		3	166	163	121	3		
	Queens	14		8	606	593	556	13		
5-b.....	Articles of horn, bone, tortoise shell, etc.	44		22	1,159	1,125	994	34		
	Manhattan and Bronz.	34		18	818	792	692	26		
	Brooklyn	7		2	296	288	264	8		
	Queens	3		2	45	45	38			
5-c.....	Brushes.	57	1	33	1,184	1,139	984	45		
	Manhattan and Bronz.	39		22	732	701	625	31		
	Brooklyn	18	1	11	452	438	359	14		

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Women (16 yrs. +).	Girls (14-16 yrs.).							
125	35	90		125					36	74	15				
49	4	45		49						49					
51	31	20		51					36		15				
25		25		25						25					
36,473	7,301	21,514	7,658	32,787	826	289	2,492	79	5,433	18,725	12,315			3	
22,700	5,379	14,178	3,143	20,668	337	212	1,435	68	4,081	12,036	6,683			3	
10,429	1,738	6,249	2,442	9,179	338	50	850	18	787	4,271	5,371				
3,214	166	985	2,073	2,828	157	27	201	1	622	2,406	287				
130	28	102		122			6	2	43	13	74				
633	104	529		573		1	59		1	339	293				
142	50	92		137		1	4		1	108	33				
469	54	415		414			55			231	238				
22		22		22							22				
8,531	4,115	3,782	634	6,102	39	6	2,346	38	193	6,792	1,546				
7,456	3,887	2,935	634	5,580	34	2	2,003	37	189	6,409	858				
1,075	228	847		722	6	4	343	1		383	688				
195	72	123		182		4	13		35	160					
187	64	123		175			12		29	158					
2	2			2						2					
6	6			6			1		6						
574	337	237		512			56		86	399	89				
494	257	237		438	6		66		86	348	60				
77	77			77						48	29				
3	3			3						3					
1,635	567	1,068		1,552	9	1	72	1	6	578	1,051				
1,614	548	1,068		1,537	7	1	69		5	570	1,039				
21	21			16	2		3	1	1	8	12				
7,969	626	3,170	4,173	5,556	147	32	2,191	43	460	6,093	1,410			6	
1,858	351	998	509	1,438	40	7	353	20	115	1,061	679			3	
6,111	275	2,172	3,664	4,118	107	25	1,638	23	345	5,032	731			3	
270	113	157		130	1		136	3	118	95	57				
246	89	157		120	1		122	3	114	80	52				
24	24			10			14		4	15	5				
5,529	1,528	3,253	748	3,801	89	37	1,563	39	187	2,367	2,975				
4,879	1,339	2,792	748	3,375	75	28	1,378	23	172	2,068	2,649				
530	181	349		356	10	9	144	11	12	197	321				
120	8	112		70	4		41	5	3	112	5				
755	400	348		453	4	1	281	16	47	434	274			1	
633	323	310		369	4		244	16	42	355	236			1	
114	78	36		78		1	35		5	71	38				
4	4			4			2			4					
4	4			4						4					
2,921	469	1,095	1,357	1,941	87	21	840	32	334	1,822	765				
1,364	390	750	224	803	48	17	480	18	288	755	311				
771	71	199	501	678	19		164	10	38	422	311				
786	8	148	632	560	22	4	196	4	8	635	143				
1,733	246	982	505	974	42	15	612	90	175	563	995				
1,033	152	682	252	644	14	3	318	66	59	111	863				
112	27	91		54	4		60		73	45					
582	67	202	253	276	24	12	236	34	43	407	132				
960	197	763		722	25	7	191	15	51	323	586				
666	178	488		501	16	6	136	9	31	194	441				
256	6	250		188	5	2	55	6	8	129	119				
32	13	25		33	5				12		28				
939	238	701		668	23	9	236	3	50	590	299				
594	180	414		437	19	4	132	2	41	437	116				
345	58	227		231	4	5	104	1	9	163	183				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age
	NEW YORK CITY—Continued.								
	IV. LEATHER AND RUBBER GOODS— Concluded.								
5-d....	Mattresses, pillows, etc.....	184	5	111	3,353	3,262	2,948	89	
	Manhattan and Bronz.....	163	6	99	3,305	3,115	2,807	88	
	Brooklyn.....	21		12	148	147	141	1	
	Total—Group IV.....	2,010	26	1,138	42,585	41,482	36,601	1,098	
	Manhattan and Bronz.....	1,668	21	952	29,491	28,741	24,630	745	
	Brooklyn.....	313	5	174	11,316	11,008	10,361	308	
	Queens.....	28		12	1,771	1,786	1,606	45	
	Richmond.....	1			7	7	4		
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a....	Proprietary medicines.....	64		23	1,538	1,141	1,380	397	
	Manhattan and Bronz.....	57		22	1,080	827	972	253	
	Brooklyn.....	6		1	91	78	78	13	
	Queens.....	1			367	236	330	131	
1-b....	Sodas and other alkalies.....	22		7	600	569	533	31	
	Manhattan and Bronz.....	9		5	77	69	60	8	
	Brooklyn.....	11		2	289	268	268	21	
	Queens.....	2			254	232	216	2	
1-d....	Other chemicals and drugs.....	107		24	3,163	2,767	2,928	396	
	Manhattan and Bronz.....	62		20	1,354	1,033	1,280	301	
	Brooklyn.....	39		4	1,648	1,567	1,480	79	
	Queens.....	6			122	112	113	16	
	Richmond.....	1			55	55	55		
2-a....	Paint, varnish, etc.....	97		18	2,999	2,778	2,779	221	
	Manhattan and Bronz.....	27		8	531	480	514	51	
	Brooklyn.....	50		10	1,614	1,500	1,453	114	
	Queens.....	16			481	429	461	52	
	Richmond.....	4			373	369	351	4	
2-b....	Dyes, colors and inks.....	74		15	1,498	1,281	1,408	217	
	Manhattan and Bronz.....	47		10	748	587	675	161	
	Brooklyn.....	21		5	574	542	557	32	
	Queens.....	4			57	52	57	5	
	Richmond.....	2			119	100	119	19	
2-c....	Lead pencils and crayons.....	4		1	2,063	2,047	1,991	16	
	Manhattan and Bronz.....	1			1,200	1,191	1,160	9	
	Brooklyn.....	2		1	833	826	801	7	
	Richmond.....	1			30	30	30		
3.....	Wood alcohol and essential oils.....	40		17	705	635	664	70	
	Manhattan and Bronz.....	30		14	204	167	203	47	
	Brooklyn.....	9		3	325	303	285	22	
	Richmond.....	1			176	175	176	1	
4.....	Animal oil products.....	18		3	223	212	119	10	
	Manhattan and Bronz.....	9		1	157	146	77	10	
	Brooklyn.....	7		2	60	60	36		
	Queens.....	2			6	6	6		
5.....	Mineral oil products.....	14		2	1,895	1,864	1,779	31	
	Brooklyn.....	9		2	853	840	743	13	
	Queens.....	4			1,026	1,009	1,023	17	
	Richmond.....	1			16	15	13	1	
6.....	Soap, perfumery and cosmetics.....	83	1	32	2,267	2,014	2,129	253	
	Manhattan and Bronz.....	64	1	23	1,291	1,129	1,199	162	
	Brooklyn.....	17		9	448	393	402	55	
	Queens.....	1			22	19	22	3	
	Richmond.....	1			506	473	506	33	
7-a....	Wax figures, etc.....	9	1	5	102	97	99	5	
	Manhattan and Bronz.....	8	1	5	77	74	74	3	
	Brooklyn.....	1			25	23	25	2	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 16 yrs in shops except as not'd.	
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
NUMBER AT WORK IN SHOPS EMPLOYING—				SEX AND AGE.					Total.	51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
1-19.	20-199.	200 +.		Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).							
2,859	1,066	1,793		1,253	33	12	1,492	69	417	2,196	246			8	
2,719	985	1,724		1,219	27	9	1,411	53	371	2,116	232			2	
140	71	69		34	6	3	81	16	46	80	14			6	
35,503	10,087	17,999	7,417	24,419	505	142	10,088	349	2,160	22,751	10,586	6		9	
23,885	8,801	12,717	2,367	16,567	288	77	6,716	237	1,545	14,770	7,669	3		3	
10,063	1,173	4,715	4,165	6,877	168	49	2,896	69	545	6,816	2,689	3		6	
1,661	109	567	886	971	55	16	476	43	72	1,161	328				
4	4			4						4					
983	350	633		371	17	1	581	13	659	308	16				
719	349	390		347	4	1	462	6	636	117	16				
65	21	44		22			42	1	62	9					
199	189	199		108	13		77	7	11	188					
502	85	217	200	389	11	3	108		268	209	25				
52	28	24		29	3	1	19		10	41	1				
237	44	185		143			89		45	168	24				
213	15			205	8				213						
2,532	461	1,478	593	1,799	40	32	674	17	880	787	845	20		1	
979	260	401	253	609	16	26	322	8	624	255	130				
1,401	173	893	536	1,068	26	4	310	4	270	398	713	20		1	
87	28	69		58		3	7	5	16	79	2				
55		56		20			56			55					
2,358	407	1,675	476	2,145	52	8	332	1	301	1,314	943				
1,453	127	90	248	365	18		80		37	408	18				
1,339	207	902	230	1,080	23	5	245	1	80	706	553				
409	68	341		396	3	3	7		84	195	130				
347	6	342		324	3		20		100	6	242				
1,191	300	891		967	20	1	200	3	284	491	416				
514	239	275		378	18	1	115	2	237	220	67				
685	49	476		458	1		66		41	165	319				
52	12	40		51	1				6	7	40				
100		100		80			19	1	1	99					
1,975	1	30	1,944	641	174	9	1,138	13	12	1,962	1				
794			1,161	416	126	4	689	8	12	1,139					
30		30	793	218	48		522			793	1				
594	152	442		549	1	5	11	6		30					
156	132	24		115	1	4	40		56	134	332	72			
263	20	243		259	1		3		52	101	3				
176		176		176					4	53	164	72			
109	82	27		87	1		19	2		43	37	12			
67	40	27		50			15	2	11	22	34				
36	36			32			4			21	3	12			
6				6	1				6						
1,748	48	205	1,495	1,551	40	11	143	3	44	1,576	98	30			
730	8	206	517	661	18	1	50		6	696	98	30			
1,006	23		978	878	22	10	23	3	38	968					
12	12			12						12					
1,876	384	787	705	1,227	26	19	565	9	700	599	577				
1,037	272	765		621	6	2	504	4	226	607	304				
347	83	22	232	301	8	10	27	1	6	69	273				
19	19			15			4			19					
473			473	590	12	7	60	4	469	4					
94	25	69		59	1	2	32		28	38	28				
71	25	45		39		2	30		28	15	28				
23		23		20	1		2			23					

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.— Concluded.									
7-b	Starch	5		2	41	41	39		
	Manhattan and Bronz.	2		1	10	10	10		
	Brooklyn	2		1	20	20	18		
	Queens	1			11	11	11		
7-c	Glue, mucilage, etc.	15		4	477	468	448	9	
	Manhattan and Bronz.	10		4	65	56	50	7	
	Brooklyn	4			412	410	396	2	
	Richmond	1			2	2	2		
7-d	Fertilizers (Queens)	4			362	358	150	4	
7-e	Matches and explosives	8		1	449	446	309	3	
	Manhattan and Bronz.	1			10	10	6		
	Brooklyn	3		1	87	87	67		
	Queens	1			56	56	56		
	Richmond	3			296	293	180	3	
7-f	Celluloid and other plastics	15		10	236	215	221	21	
	Manhattan and Bronz.	13		9	180	163	175	17	
	Brooklyn	1		1	11	11	9		
	Queens	1			45	41	37	4	
Total — Group V		579	2	164	18,618	16,933	16,976	1,684	
	Manhattan and Bronz.	340	2	122	6,962	5,932	6,455	1,029	
	Brooklyn	182		42	7,828	6,923	6,608	360	
	Queens	42			2,795	2,561	2,431	234	
	Richmond	15			1,573	1,612	1,432	61	
VI. PAPER AND PULP.									
1	Sorting waste paper	35		17	447	435	416	12	
	Manhattan and Bronz.	35		16	425	413	394	12	
	Brooklyn	2		1	22	22	22		
2-c	Paper mills	10		3	645	632	623	13	
	Manhattan and Bronz.	2		2	15	15	12		
	Brooklyn	5		1	252	247	252	5	
	Queens	2			53	50	41	3	
	Richmond	1			326	320	318	5	
Total — Group VI		45		20	1,092	1,067	1,039	25	
	Manhattan and Bronz.	35		18	440	428	406	12	
	Brooklyn	7		2	274	269	274	5	
	Queens	2			53	50	41	3	
	Richmond	1			326	320	318	5	
VII. PRINTING AND PAPER GOODS.									
1	Type and printers' materials	37		20	393	366	333	27	
	Manhattan and Bronz.	29		12	295	268	264	27	
	Brooklyn	6		4	76	75	55		
	Richmond	2			23	23	16		
2-a	Paper boxes and tubes	222	6	106	8,237	8,068	7,401	166	
	Manhattan and Bronz.	176	6	84	6,334	6,199	5,701	132	
	Brooklyn	41		20	1,723	1,690	1,531	35	
	Queens	4		2	121	120	110	1	
	Richmond	1			59	59	59		
2-b	Paper bags and boxes	7		1	549	509	522	40	
	Manhattan and Bronz.	6			410	375	390	35	
	Brooklyn	1		1	56	55	56	1	
	Queens	1			83	79	83	4	
2-c	Other paper goods	182	3	71	8,636	7,747	6,431	789	
	Manhattan and Bronz.	159	2	65	7,493	6,658	5,371	735	
	Brooklyn	21	1	8	1,113	1,069	1,032	54	
	Queens	1			16	15	15		
	Richmond	1			16	15	15		

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as noted).	
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).							
39	39			30				9		11	3	25			
10	10			5				7		7	3				
18	18			16				2		4		14			
11	11			11								11			
439	49	105	285	345	23		64	7	58	360	21				
43	43			37			6	1	18	8	17				
384	4	105	285	306	23		69	6	40	350	4				
2	2			2						2					
146	6	140		146					146						
305	12	294		177	6	3	112	8	15	90	201				
6	6			3			1	2	3	3					
67	3	64		34	2	1	30	3	1	3	63				
56		56		33			20	3	3		63				
177	3	174		107	4	2	61	3	8	84	85				
200	100	100		155	6	2	35	2	84	76	40				
158	91	67		126	2		29	2	84	66	9				
9	9			3						9					
33		33		27	4	2				2	31				
15,292	2,501	7,093	5,698	10,599	418	95	4,102	78	3,563	7,990	3,605	134	1		
5,426	1,802	2,169	1,655	2,936	191	40	2,225	34	1,905	2,904	617				
6,248	686	3,170	2,392	4,596	155	21	1,463	13	553	3,337	2,219	134	1		
2,247	878	873	1,178	1,949	52	20	208	18	522	1,458	267				
1,371	22	876	473	1,118	20	14	206	13	578	291	602				
404	188	216		264	2		138			18	369	17			
382	186	196		255	2		125			13	349	15			
22	2	20		9			13				20	2			
610	24	273	313	471	17		117	5	8	19	532	51			
12	12			8			4			12					
247	7	240		180	2		60	5	8	7	214	18			
38	6	33		38							5	33			
313			313	245	15		53				313				
1,014	212	489	313	735	19		255	5	8	37	901	68			
394	198	196		263	2		129		30	39	349	15			
269	9	260		189	2		73	5	8	7	234	20			
38	6	33		38							5	33			
313			313	245	15		53				313				
306	209	97		297	1	1	7		72	212	22				
237	140	97		235	1	1			64	163	10				
53	53			46			7		8	33	12				
16	16			16						16					
7,235	1,064	5,688	483	2,365	64	42	4,606	158	611	5,801	823		1		
5,569	867	4,483	219	1,944	34	25	3,433	73	406	4,637	526				
1,498	170	1,064	264	338	23	11	1,009	67	189	1,059	260				
109	27	82		21	4	2	72	10	4	106			1		
59		59		12	3	4	32	8	12		47				
489		489		254	1	1	230	3	3	87	399				
355		355		188	1		165	1		87	268				
55		55					33				55				
79		79		44		1	32		3		78				
5,642	872	2,865	1,905	2,241	39	22	3,225	115	1,441	3,722	479		1		
4,636	785	2,222	1,569	1,852	33	18	2,668	65	1,331	2,915	340				
978	59	583	336	890	4	4	543	47	69	780	139		1		
15	15			7			4			15					
13	13			2			10	1	1	12					

Table XIII.—Statistics of Factories Inspected in First and Second

Industry number.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.												
		Once.	More than once.		Total.	There-of in shop.	GRAND TOTAL.	Total.	There-of 14-16 years of age.										
NEW YORK CITY—Continued.																			
VII. PRINTING AND PAPER GOODS—																			
Concluded.																			
3-a.....	Printing and publishing.	1,359	13	738	41,166	36,749	38,753	4,405	30										
	Manhattan and Bronx	1,169	13	630	36,333	31,408	33,366	3,916	30										
	Brooklyn	164		91	6,622	5,064	5,139	465											
	Queens	22		13	173	161	154	12											
	Richmond	14		4	158	120	104	12											
3-b.....	Bookbinding and blank book making.	256		183	9,218	8,876	8,457	342											
	Manhattan and Bronx	232		176	7,014	6,752	6,479	262											
	Brooklyn	22		11	2,155	2,079	1,938	76											
	Queens	2		1	49	45	40	4											
3-c.....	Lithographing and engraving.	242	2	161	7,737	7,305	6,760	431	3										
	Manhattan and Bronx	228	2	159	7,075	6,678	6,177	396	3										
	Brooklyn	14		2	662	627	583	35											
3-d.....	Games and novelties.	55	2	32	1,779	1,654	1,580	125											
	Manhattan and Bronx	61	1	31	1,648	1,525	1,452	123											
	Brooklyn	4	1	1	131	129	128	2											
4.....	Wall paper.	8			795	758	713	29											
	Manhattan and Bronx	3			207	173	199	26											
	Brooklyn	5			588	585	514	3											
5.....	Photography.	38		20	359	337	333	22											
	Manhattan and Bronx	35		19	279	253	257	21											
	Brooklyn	3		1	80	79	76	1											
Total—Group VII.		2,406	26	1,337	78,869	72,369	71,290	6,376	42										
	Manhattan and Bronx	2,087	24	1,174	68,088	60,294	59,848	5,673	42										
	Brooklyn	271	2	159	12,105	11,432	11,050	670											
	Queens	30		16	441	420	402	21											
	Richmond	18		8	235	223	192	12											
VIII. TEXTILES.																			
1.....	Silk and silk goods.	77		17	7,192	7,086	6,566	103											
	Manhattan and Bronx	61		10	3,209	3,150	2,796	59											
	Brooklyn	16		6	2,040	2,028	1,959	12											
	Queens	10		1	1,898	1,893	1,768	35											
	Richmond	1			45	45													
2-a.....	Carpets and rugs.	23		12	570	510	532	49											
	Manhattan and Bronx	16		9	454	402	429	47											
	Brooklyn	6		3	54	53	21	1											
	Queens	1			82	81	82	1											
2-b.....	Felt goods.	9		5	212	207	200	5											
	Manhattan and Bronx	6		4	90	90	79												
	Brooklyn	3		1	122	117	121	5											
2-c.....	Woolens and worsteds.	7		1	270	262	239	8											
	Manhattan and Bronx	6		1	104	100	88	4											
	Brooklyn	2			166	162	151	1											
3.....	Cotton goods.	37		8	1,386	1,264	1,307	122											
	Manhattan and Bronx	39		4	1,199	1,080	1,161	119											
	Brooklyn	6		3	180	147	113	3											
	Queens	1			12	12	10												
	Richmond	1		1	25	25	23												
4.....	Hosiery and knit goods.	180	4	127	4,757	4,705	4,081	52											
	Manhattan and Bronx	67	1	26	1,217	1,199	1,006	18											
	Brooklyn	117	3	99	3,063	3,036	2,639	28											
	Queens	6		2	477	471	436	6											
5-a.....	Dyeing, finishing, etc.	72		28	2,698	2,626	2,176	70											
	Manhattan and Bronx	69		28	2,078	2,085	1,627	61											
	Brooklyn	9			617	499	458	18											
	Queens	4			103	102	91	1											
5-b.....	Upholstery goods.	48		20	1,285	1,236	1,114	49											
	Manhattan and Bronx	36		14	1,023	974	868	49											
	Brooklyn	11		6	257	257	241												
	Richmond	1		1	6	6	6												



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
34,348	6,399	14,078	13,871	27,721	636	191	5,739	61	23,482	9,970	896		
29,440	5,671	13,534	10,235	24,167	457	154	4,603	59	21,203	7,760	487		
4,674	546	492	3,638	3,548	173	35	1,116	2	2,194	2,071	409		
142	117	25		132	4	2	4		64	78			1
92	65	27		74	2		16		21	71			
8,115	1,155	4,706	2,254	3,990	74	48	3,860	143	2,736	5,142	237		
6,217	1,088	4,169	962	3,101	66	26	2,966	58	2,456	3,589	232		
1,862	68	502	1,292	869	7	22	879	85	279	1,578	5		
36	1	35		20	1		15		1	35			
6,329	1,186	3,324	1,819	4,944	89	25	1,266	5	3,650	2,632	47		
5,781	1,118	2,844	1,819	4,671	69	24	1,112	5	3,434	2,300	47		
548	68	480		373	20	1	154		216	332			
1,455	256	870	329	490	21	8	903	33	485	955	15		
1,329	238	764	329	462	20	7	813	27	467	847	15		
126	20	106		28	1	1	90	6	18	108			
684	18	301	365	543	54		87		30	154	500		
173	4	169		162	3		8		21	148	4		
611	14	132	365	581	51		79		9	6	496		
311	221	90		215	7	3	85	1	100	203	8		
236	202	34		168	7	3	57	1	100	188	8		
75	19	56		47			28			75			
64,914	11,380	32,508	21,026	43,060	986	341	20,008	519	32,610	28,878	3,426		3
53,973	10,109	28,731	15,133	36,850	691	258	16,885	289	29,532	22,504	1,937		
10,380	1,017	3,470	5,893	6,882	279	74	3,938	207	2,972	6,042	1,366		1
381	160	221		224	11	5	127	14	72	233	76		2
180	94	86		104	5	4	58	9	34	99	47		
6,460	218	2,466	3,776	2,381	68	42	3,784	185	299	4,623	1,538		
2,737	162	1,489	1,086	1,658	28	23	1,576	52	113	1,741	883		
1,847	46	549	1,352	493	5	5	1,377	67	71	1,636	240		
1,731	10	383	1,333	800	35	13	817	66	114	1,202	415		
45		45		30		1	14		1	44			
483	104	379		258	1	6	217	1	13	231	239		
382	84	298		194		6	181	1	5	146	231		
20	20			16	1		3		8	4	8		
81		81		48			33			81			
195	30	165		149	4	2	35	5	6	153	36		
79	24	55		48	2	2	22	5	5	39	35		
116	6	110		101	2		13		1	114	1		
231	32	199		113	1	1	114	2	4	224	3		
84	32	52		46	1		37		2	79	3		
147		147		67		1	77	2	2	145			
1,185	223	504	458	250	4	5	897	29	64	1,024	97		
1,042	188	396	458	173	2	4	836	27	63	948	31		
116	25	86		54	1	1	53	1		67	43		
10	10			5			4	1	1	9			
23		23		16	1		4			23			
4,029	1,147	2,569	313	1,396	29	39	2,431	134	179	2,422	1,428		1
888	385	603		379	6	3	686	14	28	806	154		
2,611	768	1,853		944	23	30	1,560	64	93	1,531	987		1
430	4	113	313	73			296	58	58	85	287		
2,106	388	1,505	213	1,692	19	3	382	10	201	1,038	867		
1,578	348	1,017	818	1,307	18	3	239	9	125	767	694		
440	16	426		300	1		138	1	76	201	163		
90	27	63		86			5			80	10		
1,065	208	857		263	12	7	763	20	226	814	25		
819	149	670		518	9	5	576	11	184	615	20		
241	54	187		43	3	2	184	9	42	199			
6	6			3			3			6			

Table XIII.—Statistics of Factories Inspected in First and Second

Industry number.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There-of in shop.	GRAND TOTAL.	Total.	There-of 14-16 years of age.
NEW YORK CITY—Continued.									
VIII. TEXTILES—Concluded.									
5-c....	Braids, embroideries and dress trimmings.	289	3	118	8,529	8,208	7,130	321	
	Manhattan and Bronx	260	2	107	6,311	6,017	5,262	294	
	Brooklyn	34	9	9	2,044	2,024	1,746	20	
	Queens	5	1	2	174	167	122	7	
6.....	Flax, hemp and jute manufactures	37	1	11	5,485	5,356	4,902	124	
	Manhattan and Bronx	22	8	709	693	680	16		
	Brooklyn	13	1	3	4,638	4,528	4,104	106	
	Queens	2			138	136	138	3	
7.....	Oilcloth, window shades, etc	36		15	1,807	1,773	1,658	34	
	Manhattan and Bronx	28	11	346	321	306	25		
	Brooklyn	6	4	116	116	116			
	Queens	1		160	160	61			
	Richmond	2			1,195	1,166	1,176	9	
Total — Group VIII.		815	8	362	34,191	33,239	29,905	940	
	Manhattan and Bronx	559	3	222	16,740	16,051	14,282	682	
	Brooklyn	221	4	133	13,147	12,946	11,669	196	
	Queens	30	1	6	3,034	2,981	2,708	53	
	Richmond	5		2	1,270	1,261	1,248	9	
IX. CLOTHING, LAUNDRY, MILLINERY, ETC.									
1-a....	Tailoring.	4,325	55	3,388	71,601	70,325	63,899	1,257	
	Manhattan and Bronx	3,028	35	2,242	53,087	51,898	47,753	1,124	
	Brooklyn	1,272	19	1,121	18,417	18,371	16,003	132	
	Queens	23	1	24	149	143	138	1	
	Richmond	2		1	8	8	6		
1-b....	Shirts, collars and cuffs.	239	5	131	8,121	7,991	7,287	130	
	Manhattan and Bronx	170	3	86	4,708	4,587	4,166	115	
	Brooklyn	66	2	44	3,301	3,286	3,003	16	
	Queens	3		2	118	118	118		
1-c....	Men's neckwear.	173	2	79	4,583	4,504	4,004	79	
	Manhattan and Bronx	163	2	70	4,468	4,389	3,914	77	
	Brooklyn	10		9	117	115	90	2	
1-d....	Suspenders and other furnishing goods.	46		27	1,081	1,051	1,009	30	
	Manhattan and Bronx	43		24	1,062	1,032	1,001	30	
	Brooklyn	3		3	19	19	8		
2-a....	Dressmaking.	4,079	158	2,410	119,844	118,022	90,906	1,799	
	Manhattan and Bronx	3,512	146	1,940	111,408	109,616	83,971	1,769	
	Brooklyn	561	12	463	8,396	8,366	6,898	30	
	Queens	6		7	58	58	55		
	Richmond	1		2	2	2	2		
2-b....	Women's white goods.	327	1	164	14,736	14,522	13,242	211	
	Manhattan and Bronx	276	1	141	11,783	11,592	10,567	188	
	Brooklyn	43		23	2,579	2,556	2,333	23	
	Queens	3		1	180	180	88		
	Richmond	1			254	254	254		
2-c....	Infants' wear.	98		37	3,537	3,474	3,204	63	
	Manhattan and Bronx	93		35	3,468	3,405	3,269	63	
	Brooklyn	5		2	269	269	235		
2-d....	Women's neckwear, etc.	126	1	33	5,456	5,170	4,328	283	
	Manhattan and Bronx	122	1	31	5,313	5,047	4,238	281	
	Brooklyn	3		2	95	95	89		
	Queens	1			50	50	47		
2-e....	Corsets, garters, etc.	129		55	3,752	3,630	3,242	122	
	Manhattan and Bronx	120		51	3,184	3,068	2,698	122	
	Brooklyn	7		3	81	81	63		
	Queens	1			478	478	478		
	Richmond	1		1	15	15	15		

\* Inclusive of one child under 14

## REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Cam Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
6,809	1,757	3,748	1,304	2,335	75	25	4,222	152	484	5,328	997			
4,968	1,592	2,737	639	1,865	49	19	2,944	91	397	4,192	379			
1,788	124	937	665	438	28	5	1,800	57	32	1,044	600			
115	41	74		38		1	78	4	5	82	18			
4,778	135	708	3,935	1,703	200	31	2,767	77	153	2,789	1,836			
644	102	504	258	171	8	1	438	28	58	441	145			
3,969	53	869	3,697	1,457	194	20	2,279	49	85	2,273	1,641			
155		155		75		10	50		10	75	50			
1,624	161	297	1,166	1,277	13	1	331	2	40	299	1,285			
281	151	130		167	8	1	103	2	40	187	54			
116	10	106		110			6			112	4			
61		61		60			1				61			
1,168			1,168	940	6		221				1,168			
28,965	4,403	13,397	11,165	11,817	426	162	15,943	617	1,669	18,945	8,351			1
13,609	3,215	7,751	2,634	5,626	129	67	7,538	240	1,020	9,951	2,629			
11,473	1,091	4,668	5,714	4,023	256	64	6,880	250	480	7,368	3,687			1
2,653	92	910	1,651	1,178	35	30	1,283	127	188	1,624	841			
1,239	5	68	1,168	990	6	1	242		1	44	1,194			
62,642	18,405	35,580	8,657	46,204	477	131	15,664	166	3,770	30,726	27,787	359		*4
46,629	13,498	26,492	6,641	35,424	402	74	10,580	79	3,495	23,966	18,852	326		*2
15,871	4,840	9,015	2,016	10,631	75	58	5,022	87	275	6,712	8,554	30		*2
137	64	73		74		1	62			68	77	2		
5	5			5						4	1			
7,157	1,199	4,288	1,670	2,964	27	21	4,013	132	866	3,737	2,554			4
4,051	986	2,376	689	1,955	23	11	2,028	34	548	2,460	1,045			
2,988	213	1,794	981	999	4	8	1,903	74	294	1,243	1,451			4
118		118		10		2	82	24	26	34	58			
3,925	946	2,381	598	1,208	13	16	2,655	33	1,174	2,579	172			
3,837	887	2,352	698	1,189	13	16	2,589	30	1,173	2,522	142			
82	59	29		19			66	3	1	57	30			
979	193	786		501	16	6	426	30	86	742	151			
971	185	786		498	16	6	421	30	82	740	149			
8	8			3			5		4	2	2			
80,107	19,500	59,760	9,847	42,551	110	35	45,926	485	6,704	72,124	9,905	374		1
82,202	16,996	66,083	9,123	39,889	101	31	41,760	421	6,389	68,013	7,433	367		1
6,868	2,438	3,656	724	2,650	9	4	4,144	41	315	4,104	2,442	7		
35	14	21		12			20	3		5	30			
2							2			2				
13,031	1,344	8,772	2,915	1,226	35	20	11,497	253	1,785	10,580	666			2
10,379	1,146	7,108	2,131	1,067	20	9	9,145	148	1,080	9,172	187			
2,310	193	1,587	530	131	5	2	2,087	85	423	1,408	479			
88	6	83		3			80	5	88					
254		254		35		10	9	185	15	254				
3,141	427	2,714		502	3	1	2,505	130	611	2,439	91			
2,906	387	2,519		487	3	1	2,316	99	407	2,421	78			
235	40	195		15			189	31	204	18	13			
4,045	598	2,985	462	520	9	7	3,425	74	507	3,465	73			
3,951	591	2,898	468	621	9	6	3,345	70	497	3,381	73			
67	7	60		2		1	55	4	10	57				
27		27		2			25			27				
3,120	552	1,121	1,447	759	37	9	2,272	43	368	2,239	513			
2,570	602	1,093	976	663	36	6	1,863	13	307	2,199	64			
63	35	28		11	1		40	11	23	40				
472			472	94		4	355	19	25	449				
15				1			14		15					

years of age employed in office.

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
IX. CLOTHING, LAUNDRY, MILLINERY, ETC.—Concluded.									
3.....	Men's hats and caps.....	272	1	171	7,807	7,653	7,114	154	
	Manhattan and Bronx.....	243	1	159	5,209	5,107	4,708	102	
	Brooklyn.....	27		12	2,255	2,213	2,063	42	
	Queens.....	2			343	333	343	10	
4-a....	Artificial feathers and flowers.....	471	8	213	10,448	10,313	8,655	132	
	Manhattan and Bronx.....	450	8	200	10,213	10,084	8,443	126	
	Brooklyn.....	17		12	106	105	83	1	
	Queens.....	3			115	110	115	5	
	Richmond.....	1		1	14	14	14		
4-b....	Millinery.....	676	1	271	12,111	11,868	9,367	240	
	Manhattan and Bronx.....	539	1	182	11,207	10,982	8,723	225	
	Brooklyn.....	136		89	902	884	642	15	
	Queens.....	1			2	2	2		
5-a....	Curtains, embroideries, etc.....	287	4	133	5,882	5,616	5,142	266	
	Manhattan and Bronx.....	262	4	118	5,548	5,288	4,864	260	
	Brooklyn.....	25		14	290	288	236	2	
	Queens.....	2		1	44	40	42	4	
5-b....	Quilts, comfortables, etc.....	18		12	206	206	190		
	Manhattan and Bronx.....	15		10	199	199	185		
	Brooklyn.....	3		2	7	7	5		
5-c....	Umbrellas and parasols.....	56		26	1,349	1,316	1,281	33	
	Manhattan and Bronx.....	53		24	1,204	1,171	1,137	33	
	Brooklyn.....	3		2	145	145	144		
6-a¹....	Laundries (non-Chinese).....	1,110	7	683	9,629	9,276	9,093	347	
	Manhattan and Bronx.....	345	7	224	6,950	6,658	6,582	266	
	Brooklyn.....	241		148	2,422	2,351	2,271	75	
	Queens.....	28		10	265	259	233	6	
	Richmond.....	2		1	8	8	7		
6-a²....	Chinese laundries.....	585	5	498	1,109	1,108	1,061	1	
	Manhattan and Bronx.....	309	5	232	611	610	587	1	
	Brooklyn.....	222		216	403	403	382		
	Queens.....	49		49	86	86	84		
	Richmond.....	6		2	9	9	8		
6-b....	Cleaning and dyeing.....	109		60	1,736	1,664	1,490	72	
	Manhattan and Bronx.....	81		49	1,268	1,199	1,117	67	
	Brooklyn.....	24		9	336	332	256	4	
	Queens.....	3		1	124	123	109	1	
	Richmond.....	1		1	10	10	8		
7.....	Clip sorting.....	106	1	57	1,149	1,115	1,051	31	
	Manhattan and Bronx.....	84	1	50	959	935	876	24	
	Brooklyn.....	22		7	190	180	175	10	
Total—Group IX.....		13,232	249	8,448	284,139	278,824	235,565	5,253	
	Manhattan and Bronx.....	10,407	215	6,167	241,559	236,641	198,487	4,873	
	Brooklyn.....	2,693	33	2,180	40,334	39,964	34,959	553	
	Queens.....	118	1	94	1,926	1,899	1,806	27	
	Richmond.....	14		7	320	320	313		
X. FOOD, LIQUORS AND TOBACCO.									
1-a....	Flour and other cereal products.....	19		6	715	688	633	27	
	Manhattan and Bronx.....	9		4	514	500	478	14	
	Brooklyn.....	9		2	141	128	135	13	
	Richmond.....	1			60	60	27		
1-b....	Sugar and molasses refining.....	4			3,745	3,641	3,245	104	
	Brooklyn.....	3			3,123	3,052	2,623	71	
	Queens.....	1			622	589	622	33	
1-c....	Canning fruits and vegetables.....	59		18	1,725	1,633	1,474	92	
	Manhattan and Bronx.....	42		13	1,270	1,187	1,116	83	
	Brooklyn.....	17		5	455	448	358	9	

\* Inclusive of one child under 14

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
6,960	1,613	3,691	1,656	4,286	47	16	2,554	57	1,378	5,105	474	3	
4,606	1,500	3,106		2,953	10	5	1,604	34	627	3,537	439	3	
2,021	113	513	1,395	1,154	37	11	825	14	679	1,307	35		
533		72	261	199			125	9	72	261			
8,523	2,685	5,608	230	1,148	65	18	6,827	465	3,497	4,884	142		18
8,317	2,569	5,518	230	1,113	59	16	6,685	444	3,436	4,741	140		15
82	82			6	1	1	65	9	45	35			
110	80	90		28	5	1	64	12	2	108			3
14	14			1			13		14				
9,127	2,456	6,247	424	1,711	29	9	7,262	116	2,306	6,437	384		1
8,498	1,991	6,083	424	1,678	29	9	6,676	106	2,168	6,007	333		1
627	463	164		33			584	10	146	430	51		
2	2			2			2		2				
4,876	1,488	2,881	507	946	45	30	3,731	124	1,072	3,666	138		1
4,604	1,387	2,710	507	873	42	22	3,542	119	1,023	3,450	131		
234	93	141		72	3	2	153	4	48	179	7		1
38	8	30		1			36	1	1	37			
190	95	95		117	1		70	2	3	140	47		
185	90	95		114	1		68	2		138	47		
5	6			3			2		3	2			
1,248	246	1,002		428	5	8	801	6	119	730	399		
1,104	242	862		384	5	8	701	6	119	726	259		
144	4	140		44			100			4	140		
8,746	3,068	4,902	776	2,755	71	29	5,861	30	2,152	3,386	3,138	70	1
6,316	2,221	3,519	776	2,139	67	23	4,061	21	1,436	2,472	2,338	70	1
2,196	750	1,446		554	4	1	1,623	9	583	900	713		
227	90	137		59			163		132	8	87		
7	7			3			4		1	6			
1,060	1,060			1,060						17	839	204	
586	586			586						17	374	195	
332	332			332							380	2	
84	84			84							84		
8	8			8							1	7	
1,418	473	645	300	693	2		721	2	101	890	415	12	
1,050	367	383	300	485	2		562	1	42	684	312	12	
252	96	156		175			76	1	3	148	101		
108	2	106		29			79		56	50	2		
8	8			4			4			8			
1,017	574	163	280	475	5		536	1	21	154	838	4	
852	468	110	280	363	1		488		14	121	713	4	
165	112	53		112	4		48	1	7	33	125		
230,312	56,922	143,621	29,769	110,064	997	356	116,746	2,149	26,520	154,040	48,726	1,026	*32
193,814	48,691	123,887	23,136	92,431	832	263	98,434	1,667	22,771	136,767	33,109	977	*22
34,906	9,983	18,977	5,646	16,981	143	86	16,992	404	3,063	16,679	14,825	39	7
1,779	289	757	733	695	5	8	1,098	73	402	588	787	2	3
315	69		254	67	10	9	222	15	284	16	5	8	
606	66	101	439	502	10	1	91	2	13	419	169	5	
494	25		439	364	10	1	37	2	11	369	84		
122	41	81		118			4		2	50	65	6	
29		20		20							20		
3,141		50	3,091	3,025	14	2	100		2	100	639	2,400	
2,552		50	2,502	2,450			100		2	100	50	2,400	
589			589	575	14						589		
1,382	241	1,141		513	3	1	854	11	397	730	255		
1,035	174	859		403	3	1	680	6	269	679	185		
349	67	282		110			234	5	128	151	70		

years of age employed in office.

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
X. FOOD, LIQUORS AND TOBACCO— Continued.									
1-d	Coffee and spice roasting and grinding.	64		6	2,421	2,159	2,266	262	1
	Manhattan and Bronx.	48		5	1,570	1,369	1,568	201	1
	Brooklyn.	15		1	784	723	633	61	
	Queens.	1			67	67	67		
1-e	Groceries not elsewhere classified.	36		2	1,693	1,488	1,455	203	
	Manhattan and Bronx.	21		1	1,009	871	917	136	
	Brooklyn.	14		1	678	611	536	67	
	Richmond.	1			6	6	2		
2	Provisions.	70		13	3,477	3,071	3,279	402	
	Manhattan and Bronx.	50		3	3,039	2,662	2,897	373	
	Brooklyn.	19		10	415	389	359	26	
	Queens.	1			23	20	23	3	
3	Dairy products.	16			355	282	348	73	
	Manhattan and Bronx.	8			242	179	240	63	
	Brooklyn.	6			97	90	92	7	
	Queens.	2			16	15	16	3	
4-a	Macaroni.	59		32	678	647	651	31	
	Manhattan and Bronx.	36		15	292	276	290	16	
	Brooklyn.	22		17	224	217	199	7	
	Queens.	1			162	154	162	8	
4-b	Crackers and biscuits.	31	1	16	3,842	3,609	3,795	233	
	Manhattan and Bronx.	23	1	12	3,661	3,438	3,616	223	
	Brooklyn.	9		4	181	171	179	10	
4-c	Bread and other bakery products.	2,388	101	1,525	10,513	10,337	9,642	172	
	Manhattan and Bronx.	1,240	71	667	6,959	6,916	5,327	40	
	Brooklyn.	929	30	676	3,785	3,661	3,597	123	
	Queens.	169		150	641	633	591	8	
	Richmond.	50		32	128	127	127	1	
4-d	Confectionery and ice cream.	542	1	304	8,677	8,364	7,907	312	
	Manhattan and Bronx.	303		134	6,061	5,814	5,571	246	
	Brooklyn.	231	1	163	2,560	2,497	2,298	63	
	Queens.	7		6	55	52	37	3	
	Richmond.	1		1	1	1	1		
5-a	Artificial ice.	45		3	792	765	729	27	
	Manhattan and Bronx.	17			459	436	424	23	
	Brooklyn.	14		1	181	178	169	3	
	Queens.	10		2	124	124	118		
	Richmond.	4			28	27	28	1	
5-b	Cider, grape juice, etc. (Brooklyn).	5		2	41	39	35	1	
5-c	Mineral and soda waters.	120	1	61	1,108	984	877	123	
	Manhattan and Bronx.	70	1	35	877	760	677	116	
	Brooklyn.	39		21	185	178	167	7	
	Queens.	6		4	26	25	23		
	Richmond.	5		1	21	21	20		
5-d	Malt.	4			196	180	166	16	
	Manhattan and Bronx.	2			146	130	116	16	
	Brooklyn.	2			50	50	50		
5-e	Malt liquors.	101		22	4,997	4,574	4,868	418	
	Manhattan and Bronx.	53		15	3,298	2,996	3,228	297	
	Brooklyn.	34		5	1,240	1,157	1,202	83	
	Queens.	9		2	293	285	273	8	
	Richmond.	5			166	156	166	30	
5-f	Vinous and distilled liquors.	32		2	624	531	605	93	
	Manhattan and Bronx.	25		2	493	400	478	93	
	Brooklyn.	6			121	121	117		
	Richmond.	1			10	10	10		

\* Inclusive of one child under 14

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd.)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
2,004	297	945	762	1,002	14	1	979	8	236	1,445	323		
1,365	224	848	293	583	12	1	765	4	155	998	212		
572	73	30	469	379	2		187	4	81	447	44		
67		67		40			27				67		
1,252	162	1,090		655	51	2	505	9	146	490	616		
781	115	666		399	31		347	4	143	240	398		
469	45	424		286	20	2	156	5	3	248	218		
2	2						2			2			
2,877	310	908	1,659	2,807	4		66		506	726	1,610	35	
2,524	202	683	1,659	2,454	4		66		506	691	1,312	15	
333	108	225		333						35	278	20	
20		20		20							20		
275	62	213		273			2		11	38	68	158	
177	24	153		176			1			19	2	156	
85	25	60		85						19	66		
13	13			12			1		11			2	
620	126	494		452	6		160	2	15	93	502	10	
274	78	196		189	1		82	2	11	63	190	10	
192	48	144		133	1		58		4	30	158		
154		154		130	4		20				154		
3,562	102	605	2,855	1,915	23	4	1,611	9	2,877	77	500	108	
3,393	71	467	2,855	1,814	22		1,558	1	2,868	59	358	108	
169	31	138		101	1	4	55	8	9	18	142		
9,470	7,738	1,532	200	9,304	38	13	114	1	264	1,583	7,527	96	*3
5,287	4,283	1,004		5,174	26	6	31	1	183	1,081	3,950	73	*2
3,474	2,829	445	200	3,426	11	4	33		70	452	2,934	18	
583	500	83		578	1	4			9	3	571		1
126	126			126					2	47	72	5	
7,595	1,186	3,208	3,201	3,511	59	33	3,705	287	450	1,964	5,132	49	
5,225	790	2,450	2,155	2,428	28	10	2,613	177	223	1,280	3,781	41	
2,235	452	737	1,046	891	31	23	1,081	109	206	678	1,343	8	
34	13	21		21			18	1	21	6	7		
1	1			1							1		
702	309	393		702					23	56	182	441	
401	108	293		401					23	28	102	248	
156	86	70		156						28	26	102	
118	88	30		118							54	64	
27	27			27								27	
24	34			31			3			24	10		
754	470	284		740	7	5	2		26	122	525	81	1
661	277	284		554	6	1			18	77	399	67	
160	150			145	1	3	2		2	45	89	14	1
23	23			21		1			2		21		
20	20			20					2		16		
150	7	143		127				23	4	43	30	70	
100		100		100					7		30	70	
60	7	43		27			23		7	45			
4,450	293	3,043	1,114	4,414	24	11	1		914	2,157	1,336	43	
2,931	107	1,710	1,114	2,909	12	9	1		683	1,400	823	25	
1,119	133	886		1,108	12	1			180	490	431	18	
264	29	235		263		1			24	227	13		
136	24	112		136					27	40	69		
512	194	318		466		1	45		84	278	150		
385	152	233		340		1	44		84	228	73		
117	32	85		117						50	67		
10	10			9			1				10		

years of age employed in office.

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
NEW YORK CITY—Continued.									
X. FOOD, LIQUORS AND TOBACCO— Concluded.									
5-g....	Miscellaneous bottling.....	7	1	1	94	85	85	8	
	Manhattan and Bronz.....	6	1	1	80	71	71	8	
	Brooklyn.....	1			14	14	14		
6-a....	Tobacco and snuff.....	10			1,750	1,730	1,738	20	
	Manhattan and Bronz.....	5			1,703	1,685	1,700	18	
	Brooklyn.....	3			34	32	32		
	Queens.....	1			9	9	6		
	Richmond.....	1			4	4	4		
6-b....	Cigars.....	649	10	414	19,998	19,776	17,565	217	
	Manhattan and Bronz.....	464	9	268	18,736	18,538	16,433	193	
	Brooklyn.....	168	1	134	789	783	661	6	
	Queens.....	13		9	461	443	459	18	
	Richmond.....	4		3	12	12	12		
6-c....	Cigarettes.....	64		29	3,944	3,864	3,721	80	
	Manhattan and Bronz.....	56		25	2,491	2,425	2,309	66	
	Brooklyn.....	8		4	1,453	1,439	1,412	14	
	Total—Group X.....	4,325	115	2,456	71,385	68,447	65,084	2,914	
	Manhattan and Bronz.....	2,477	85	1,200	61,900	49,653	47,454	2,225	
	Brooklyn.....	1,654	32	1,046	16,551	15,976	14,845	573	
	Queens.....	221		175	2,498	2,414	2,395	84	
	Richmond.....	73		37	436	404	390	32	
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	7			27	27	27		
	Manhattan and Bronz.....	1			6	6	6		
	Brooklyn.....	2			6	6	6		
	Queens.....	3			13	13	13		
	Richmond.....	1			2	2	2		
2.....	Gas.....	34			2,420	2,311	2,303	109	
	Manhattan and Bronz.....	14			1,066	1,028	1,022	28	
	Brooklyn.....	11			575	534	557	41	
	Queens.....	7			762	725	703	37	
	Richmond.....	2			27	24	27	3	
4.....	Electric light and power.....	83	1		3,021	2,915	2,856	102	
	Manhattan and Bronz.....	37	1		1,792	1,721	1,729	65	
	Brooklyn.....	29			962	938	863	24	
	Queens.....	13			189	189	197	10	
	Richmond.....	4			70	67	70	3	
5.....	Steam heat and power.....	43		1	219	217	214	2	
	Manhattan and Bronz.....	37		1	197	195	196	2	
	Brooklyn.....	6			22	22	18		
	Total—Group XI.....	167	1	1	5,687	5,470	5,405	213	
	Manhattan and Bronz.....	89	1	1	3,049	2,950	2,953	95	
	Brooklyn.....	48			1,666	1,600	1,441	65	
	Queens.....	23			974	927	912	47	
	Richmond.....	7			89	93	93	6	
XII. BUILDING INDUSTRY.									
1.....	Carpenter shops.....	49		18	383	382	276	4	
	Manhattan and Bronz.....	28		11	276	274	197	2	
	Brooklyn.....	15		4	83	81	66	2	
	Queens.....	4		1	14	14	10		
	Richmond.....	2		2	13	13	13		

\* Inclusive of one child under 14



Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
77	77			75			2			20	57			
63	63			61			2			6	67			
14	14			14						14				
1,718	19	95	1,604	439			1,278	1	64	1,654				
1,682	3	75	1,604	404			1,277	1	55	1,627				
27	7	20		27						27				
5	5			4			1		6					
4	4			4										
17,318	2,222	6,272	8,854	7,810	21	13	9,479	25	8,167	5,713	3,468			
16,240	1,657	6,115	8,468	7,047	12	10	9,159	12	7,687	6,114	3,459			
655	498	157		573	3	3	75	1	439	207	9			
441	55		386	181	6		242	12	49	392				
12	12			9			3							
3,641	198	719	2,724	1,054	63		2,506	18	523	900	2,218			
2,243	176	605	1,462	777	31		1,434	1	487	783	973			
1,398	22	114	1,262	277	32		1,072	17	36	117	1,245			
62,170	14,113	21,554	26,503	39,847	337	87	21,526	373	14,725	18,632	25,317	3,496	*4	
45,229	8,459	16,721	20,049	26,647	198	39	18,134	211	13,388	14,642	16,388	813	*2	
14,272	4,702	4,091	5,479	10,885	113	42	3,083	149	1,169	3,273	7,245	2,585	1	
2,311	786	610	975	1,963	26	6	303	13	121	628	1,496	66	1	
358	229	132		352			6		49	89	188	32		
27	27			27					2	12		13		
6	6			6						6				
6	6			6						5		3		
13	13			13						5		10		
2	2			2					2					
2,199	123	1,450	626	2,198	1				7	92	403	1,697		
974	50	944		994						92	286	616		
516	32	484		516							116	400		
665	39		626	664	1				7		1	657		
24	2	22		24								24		
2,754	492	810	1,452	2,752	1	1			333	1,827	568	26		
1,684	267	221	1,116	1,663		1			92	1,266	302	5		
836	122	372	336	836					170	428	232	6		
187	82	105		187	1				71	77	34	5		
67	15	52		67						57		10		
212	121	91		212						111	82	19		
194	103	91		194						108	73	13		
18	18			18						3	9	6		
5,192	763	2,351	2,078	5,189	2	1			342	2,042	1,053	1,755		
2,858	426	1,316	1,116	2,857		1			92	1,471	661	634		
1,376	184	856	336	1,376					170	434	357	415		
865	134	105	626	863	2				78	80	35	672		
83	19	74		83					2	57		34		
272	213	59		272					218	31	23			
195	136	59		195					159	19	17			
64	54			64					36	12	6			
10	10			10										
19	13			13					13					

years of age employed in office.

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	
								Total.	There- of 14-16 years of age.
NEW YORK CITY—Concluded.									
XII. BUILDING INDUSTRY—Concluded.									
2.....	Paint shops.....	27		14	114	112	108	2	
	<i>Manhattan and Bronx.</i>	19		6	93	91	88	2	
	<i>Brooklyn.</i>	8		8	21	21	20		
3.....	Plumbers' shops ( <i>Manhattan and Bronx</i> )..	1			20	12	20	8	
	Total — Group XII.	77		32	520	506	404	14	
	<i>Manhattan and Bronx.</i>	48		17	389	377	305	12	
	<i>Brooklyn.</i>	28		18	104	108	70	2	
	<i>Queens.</i>	4		1	14	14	10		
	<i>Richmond.</i>	2		2	13	13	13		
	Grand Total.	29,458	443	16,661	705,850	679,001	611,738	26,564	
	<i>Manhattan and Bronx.</i>	21,729	364	11,876	610,609	489,290	459,667	21,077	
	<i>Brooklyn.</i>	6,810	77	4,342	156,887	161,845	136,645	4,001	
	<i>Queens.</i>	716	2	364	30,193	29,121	27,179	1,070	
	<i>Richmond.</i>	204		79	9,161	8,746	8,459	416	
ROCHESTER.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.....	Cut stone.....	4			102	100	91	2	
2-a.....	Asbestos, graphite, etc.....	1			7	5	7	2	
3-a.....	Asphalt.....	2			16	16	10		
3-e.....	Artificial stone.....	1		1	16	15	8	1	
4-a.....	Building brick.....	1			125	125	98		
4-b.....	Terra cotta and fire-clay products.....	3			106	103	90	3	
5-a.....	Building glass.....	4		1	40	40	38		
5-d.....	Bottles and jars.....	2			419	416	419	3	
	Total — Group I.....	18		2	831	820	767	11	
II. METALS, MACHINES AND CON- VEYANCES.									
1-a.....	Silver and plated ware.....	1			115	111	115	4	
1-c.....	Gold, silver and aluminum leaf.....	1			12	12	12		
1-e.....	Jewelry, gold pens, etc.....	5		4	28	24	28	4	
2-a.....	Smelting and refining.....	1			13	10	13	3	
2-c.....	Brass and bronze castings.....	2			245	238	245	7	
2-d.....	Gas and electric fixtures.....	1			9	2	9	7	
2-e.....	Brass and bronze ware not elsewhere clas- sified.....	6		5	196	193	191	3	
2-f.....	Sheet metal work.....	36		8	1,334	1,225	1,253	106	
2-g.....	Metal goods not elsewhere classified.....	11		7	461	426	458	35	
3-b.....	Pig iron.....	2			41	40	41	1	
3-c.....	Rolling mills and steel works.....	1			21	20	21	1	
3-g.....	Hardware not elsewhere classified.....	14		2	287	274	287	13	
3-h.....	Cutlery.....	2			13	11	13	2	
3-i.....	Tools and dies.....	7		6	147	143	147	4	
3-n.....	Wire work not elsewhere classified.....	4			62	59	62	3	
3-p.....	Car wheels and railway equipment.....	1			106	102	103	4	
3-q.....	Architectural and ornamental iron work.....	2			13	13	13		
3-r.....	Cooking and heating apparatus.....	3		1	273	262	145	11	
3-s.....	Typewriting and registering machines.....	1			73	54	73	19	
3-t.....	Stationary engines, boilers, etc.....	11		4	393	377	370	16	
3-u.....	Machinery not elsewhere classified.....	45		18	2,386	2,238	2,339	148	
3-v.....	Castings (iron).....	10		2	412	396	372	16	
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	3		1	856	815	856	41	
4-c.....	Dynamos, motors and electrical supplies.....	7			102	81	102	21	

\* Inclusive of two children under 14

Class Cities, Year Ended September 30, 1910: By Industries—Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
106	108			103					44	54	8			
88	88			86					41	45				
80	80			80					3	9	8			
12	12			12					12					
390	331	59		390					274	85	31			
293	234	59		293					212	64	17			
74	74			74					59	21	14			
10	10			10					10					
13	13			13					13					
585,174	127,754	306,170	151,250	373,666	6,908	1,961	198,306	4,333	108,063	333,653	135,836	7,622	*54	
418,480	89,277	232,981	86,228	256,048	5,999	1,163	154,444	2,828	83,792	252,564	79,404	2,720	*31	
132,642	25,323	62,470	44,749	90,005	2,112	577	32,687	1,161	14,935	66,684	47,409	3,514	17	
28,109	2,517	8,309	15,283	20,559	646	188	4,311	305	6,530	12,632	5,857	1,040	6	
8,043	637	2,410	4,996	6,956	151	33	864	39	2,758	1,773	3,166	348		
89	24	65		89					89					
5	5			2				3		5				
10	10			10					4		6			
7	7			7					7					
98		98		98						98				
93	3	90		93						3	90			
38	38			34		2	2		4	34				
416		131	285	354	62				149		267			
756	87	384	285	687	62	2	5		253	140	363			
111		111		98	3		10				111			
12	12			8			4			12				
24	24			24					11	13				
10	10			10						10				
238		35	203	233	5					238				
2	2			2					2					
188	21	167		120		1	61	6	7	181				
1,147	190	422	535	1,063	15	2	67		252	138	757			
423	67		356	256	10	5	144	8	17	386	20			
40	15	25		40						15	25			
20		20		20						20				
274	57	217		264	5	2	3		44	89	141			
11	11			11							11			
143	36	107		143						79	64			
59	27	32		53	1		4	1	1	58				
102		102		102							102			
13	13			13						13				
134	4	130		134						134				
54		54		54						54				
354	43	311		353		1			1	353				
2,191	183	981	1,027	2,187	4					2,187	4			
356	37	319		354			2			356				
815	6		809	645	35		135			815				
81	53	28		81					50	31				

years of age employed in office.

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	
								Total.	There- of 14-16 years of age.
ROCHESTER—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
5-a	Carriages, wagons and sleighs	15		8	635	608	597	27	
5-c	Cycles	2		2	8	8	8		
5-d	Motor vehicles	12		4	279	242	170	37	
5-e	Cars	1			79	78	79	1	
5-g	Railway repair shops	4			365	347	365	18	
7	Agricultural implements	4		2	60	56	60	4	
8-a	Professional and scientific instruments	7		3	678	611	678	67	
8-b	Optical and photographic apparatus	12			4,678	4,381	4,589	297	
8-c	Lamps, reflectors, stereopticons, etc.	7			1,662	1,438	1,644	224	
8-e	Scales, meters, phonographs, etc.	4		1	103	91	103	12	
Total — Group II		245		78	16,145	14,986	15,564	1,156	
III. WOOD MANUFACTURES.									
2-a	House trim	29		8	1,330	1,277	1,106	41	
2-b	Packing boxes, crates, etc.	4			289	268	289	21	
2-c	Cigar and fancy wood boxes	3		3	13	13	13		
3	Cooperage	2			113	112	78	1	
4-c	Wooden toys and novelties	9		8	35	33	30	2	
4-e	Other articles and appliances of wood	17		14	247	238	237	9	
5-a	Furniture and upholstery	21		8	1,412	1,372	1,333	40	
5-b	Caskets	2			176	169	176	7	
5-c	Store, office and kitchen fixtures	5		1	785	653	785	132	
5-d	Mirror and picture frames	6		2	233	229	168	4	
6	Pianos, organs, etc.	4			135	132	110	3	
7-c	Brooms	2		1	34	34	32		
7-d	Articles of cork	1			23	21	23	2	
7-e	Pipes (tobacco)	1			45	45	15		
Total — Group III		106		45	4,870	4,596	4,395	262	
IV. LEATHER AND RUBBER GOODS.									
1	Leather	3		1	73	73	73		
2	Furs and fur goods	7		2	104	96	100	8	
3-a	Belting, washers, etc.	5		2	37	28	37	9	
3-b	Saddlery and harness	6		3	43	41	41	2	
3-c	Traveling bags and trunks	4			230	217	230	13	
3-d	Boots and shoes	50		16	7,143	6,903	7,108	240	
3-f	Fancy leather goods	3		2	37	37	34		
3-g	Canvas and sporting goods	3			50	47	39	3	
4	Rubber and gutta percha goods	6		4	32	29	28	3	
5-b	Articles of horn, bone, tortoise shell, etc.	4			1,425	1,361	1,425	64	
5-d	Mattresses, pillows, etc.	8		3	83	80	74	3	
Total — Group IV		99		33	9,257	8,912	9,189	345	
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a	Drugs and chemicals	2			22	18	22	4	
1-b	Sodas and other alkalis	2			14	13	14	1	
1-d	Other chemicals and drugs	7		2	160	136	157	33	
2-b	Dyes, colors and inks	8		1	159	130	159	29	
3	Wood alcohol and essential oils	1			28	27	28	1	
4	Animal oil products	2			304	276	304	28	
6	Soap, perfumery and cosmetics	4		1	112	99	77	13	
7-a	Wax figures, etc.	1		1	2	2	2		
7-c	Glue, mucilage, etc.	1			7	5	7	2	
7-d	Fertilisers	1			18	18	18		
7-e	Matches and explosives	1			71	70	7	1	
Total — Group V		30		5	906	794	795	112	

Canneries, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
570	92	70	408	568	2					566	4			
8	5			8							8			
133	51	82		131	1	1			1	101	31			
79		78		78						78				
347	6	141	200	347						200	147			
56	20	36		56						47	9			
611	20	31	560	481	16	8	92	14	20	591				
4,292	27	847	3,418	3,092	280	30	885	5	35	4,257				
1,420	20	153	1,247	1,371	41	8			8	1,022	390			
91	26	65		91						91				
14,408	1,081	4,564	8,763	12,491	418	58	1,407	34	449	12,135	1,824			
1,055	117	948		1,055	7	3			392	653	20			
268		268		235	7	1	25		1	120	147			
13	13			10			3			13				
77		77		77					40	37				
28	28			28					10	8	10			
228	72	156		222	3	2	1		2	215	11			
1,293	63	677	553	1,253	18	4	18		4	55	1,234			
169	16	153		154	2	1	12		1		168			
653	25	36	592	552	9		92			653				
164	14	150		153	1	2	8		2	7	155			
107	27	80		107						65	42			
32	4	28		32						28	4			
21		21		8		2	10	1	3	18				
15	15			12			3			15				
4,133	394	2,594	1,145	3,898	47	15	172	1	455	1,887	1,791			
73	13	60		73							73			
92	46	46		27			65			60	32			
28	28			25			3			6	22			
39	19	20		37			2			2	37			
217	24	193		196	3		18			212	5			
6,868	179	2,001	4,688	3,726	235	151	2,633	123	249	4,981	1,638			
34	34			14	3	1	16		3	24	7			
36	36			30			6				36			
25	25			17	1	1	6		1	24				
1,361		198	1,163	641	27	6	661	26	32	1,329				
71	41	30		43			27	1	1	53	17			
8,844	445	2,548	5,851	4,829	269	159	3,437	150	286	6,691	1,867			
18	18			14	1		3			18				
13	13			2			11			13				
124	30	94		71			53		78	37	9			
130	41	89		102			28			66	64			
27		27		27							27			
276		22	254	274	2					254	22			
64	22	42		15	1	1	47		1	63				
2	2			2						2				
5	5			5						5				
18	18			18							18			
6	6			6							6			
683	155	274	254	536	4	1	142		79	458	146			

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry number.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
	ROCHESTER—Continued.								
	VI. PAPER AND PULP.								
2-c	Paper mills	1			28	25	28	3	
	VII. PRINTING AND PAPER GOODS.								
1	Type and printers' materials	2		1	17	15	17	2	
2-a	Paper boxes and tubes	16		4	889	869	815	20	
2-b	Paper bags and sacks	2			48	38	48	10	
2-c	Other paper goods	6		3	89	86	89	3	
3-a	Printing and publishing	58		36	1,482	1,303	1,457	179	
3-b	Bookbinding and blank book making	6		4	282	248	282	34	
3-c	Lithographing and engraving	9		3	593	555	593	38	
5	Photography	1			427	180	427	247	
	Total—Group VII	100		51	3,827	3,294	3,728	533	
	VIII. TEXTILES.								
2-a	Carpets and rugs	1		1	7	7	7		
2-c	Woolens and worsteds	1			93	92	93	1	
4	Hosiery and knit goods	1			314	309	314	5	
5-a	Dyeing, finishing, etc	2		1	9	9	9		
5-b	Upholstery goods	5		1	341	334	318	7	
7	Oilcloth, window shades, etc.	1		1	5	5	5		
	Total—Group VIII	11		4	769	756	746	13	
	IX. CLOTHING, MILLINERY, LAUNDRY, Etc.								
1-a	Tailoring	311		295	9,201	9,006	9,201	195	6
1-b	Shirts, collars and cuffs	5		5	22	21	22	1	
1-c	Men's neckwear	3			270	248	255	22	
1-d	Suspenders and other furnishing goods for men	1		1	6	6	6		
2-a	Dressmaking	167		163	836	835	826	1	
2-b	Women's white goods	2		2	30	30	30		
2-c	Corsets, garters, etc.	6		6	15	15	15		
3	Men's hats and caps	4		5	17	17	17		
4-a	Artificial feathers and flowers	1		2	2	2	2		
4-b	Millinery	84		81	661	661	652		
5-a	Curtains, embroideries, etc	2		1	22	22	22		
5-c	Umbrellas and parasols	1		1	5	5	5		
6-a	Laundries (non-Chinese)	15	1	9	1,118	1,080	1,115	38	
6-b	Cleaning and dyeing	8		6	56	51	56	5	
7	Clip sorting	9		6	127	122	127	5	
	Total—Group IX	619	1	583	12,388	12,121	12,351	267	6
	X. FOOD, LIQUORS AND TOBACCO.								
1-a	Flour and other cereal products	9		3	130	120	130	10	
1-c	Canning fruits and vegetables	7			1,880	1,832	859	48	
1-d	Coffee and spice roasting and grinding	3		1	104	98	104	6	
1-e	Groceries not elsewhere classified	8		1	490	433	229	57	
2	Provisions	2		1	10	10	7		
3	Dairy products	2			26	21	26	5	
4-a	Macaroni and other food pastes	2	1	3	33	29	33	4	
4-b	Crackers and biscuits	1			2	2	2		
4-c	Bread and other bakery products	105		68	328	322	324	6	
4-d	Confectionery and ice cream	13		3	784	762	621	22	
5-c	Mineral and soda waters	3		1	24	22	15	2	
5-d	Malt	1			31	29	31	2	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
25		25		17			8			8		17		
15	15			13	2					15				
795	67	728		217	2	1	548	27	28	767				
38	12	26		14			24			29		9		
86	43	43		51		5	27	3	5	67		14		
1,278	251	1,027		967	32	26	252	1	1,018	260				
248	43	205		152	11	5	79		92	156				
555	48	178	329	474	2	4	74	1	25	530				
180		180		95			85			180				
3,195	479	2,387	329	1,983	49	41	1,089	33	1,168	2,004	23			
7	7			6			1				7			
92		92		60			32				92			
309			309	18			288	3	3	306				
9	9			7			2			2		7		
311	12	299		83	3	1	216	8	9	192	110			
5	5			5						5				
733	33	391	309	179	3	1	539	11	12	505	216			
9,006	1,397	3,832	3,777	4,541	101	44	4,137	183	214	8,472	320		1	
21	21			5			16			20	1			
233		233		25	3	1	199	5	6	227				
6	6				1			2		6				
825	708	117		86	1		726	12	14	613	198			
30	30			3			26	1	18	12				
15	15						15			11	4			
17	17			13			4			16	1			
2	2						2			2				
652	286	366		59			583	10	8	371	273			
22	22			10			12			22				
5	5			2			3				5			
1,077	100	380	597	153			924		65	1,003	9			
51	51			28	2		21			24	27			
122	32	90		66			56			39	83			
12,084	2,692	5,018	4,374	4,991	108	45	6,727	213	325	10,838	921		1	
120	57	63		119	1					2	118			
811	18	177	616	262			549			403	408			
98	8	90		67			31			1	97			
172	23	149		65	2	1	104			166	6			
7	7			7							7			
21	21			20	1						21			
29	29			17			12			16	13			
2	2			1		1			1		1			
318	259	59		302	2	1	13			3	314			
599	24	350	216	198			393	8	30	209	360			
13	13			13						10	3			
29		29		29						29				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
ROCHESTER — Concluded.									
X. FOOD, LIQUORS AND TOBACCO— Concluded.									
5-e.....	Malt liquors.....	8			479	420	479	59	
5-f.....	Vinous and distilled liquors.....	2			168	89	168	79	
6-a.....	Tobacco and snuff.....	1			30	29	30	1	
6-b.....	Cigars.....	40		41	188	186	183	2	
Total — Group X.....		207	2	122	4,707	4,404	3,241	303	
XI. WATER, LIGHT AND POWER.									
2.....	Gas.....	1			110	105	110	5	
4.....	Electric light and power.....	8			143	143	143		
5.....	Steam heat and power.....	3			8	8	8		
6.....	Garbage disposal, etc.....	1			25	24	16	1	
Total — Group XI.....		13			286	280	277	6	
XII. BUILDING INDUSTRY.									
1.....	Carpenters' shops.....	1		1	2	2	2		
2.....	Paint shops.....	2		2	7	7	7		
Total — Group XII.....		3		3	9	9	9		
Total — Rochester.....		1,452	3	926	54,023	50,997	51,090	3,011	6
SCHENECTADY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	4			52	50	52	2	
1-b.....	Cut stone.....	4		1	67	64	67	3	
2-a.....	Asbestos, graphite, etc.....	2			194	186	194	8	
3-a.....	Asphalt.....	2			39	38	39	1	
3-c.....	Plaster (wall and land).....	1		2	7	7	7		
4-a.....	Building brick.....	1			17	16	17	1	
Total — Group I.....		14		3	376	361	376	15	
II. METALS, MACHINES AND CON- VEYANCES.									
2-f.....	Sheet metal work.....	8		2	42	40	42	2	
3-q.....	Architectural and ornamental iron work.....	1		1	4	4	4		
3-u.....	Machinery not elsewhere classified.....	3		2	10	10	10		
4-c.....	Dynamos, motors and electrical supplies.....	3			15,725	14,006	15,725	1,719	
5-a.....	Carriages, wagons and sleighs.....	6		6	21	21	21		
5-d.....	Motor vehicles.....	6		1	31	30	31	1	
5-f.....	Locomotives.....	1			4,548	4,252	4,548	296	
5-g.....	Railway repair shops.....	4			99	93	99	6	
7.....	Agricultural implements.....	1			83	76	83	7	
Total — Group II.....		33		12	20,563	18,532	20,563	2,031	
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	6		1	109	103	109	6	
5-a.....	Furniture and upholstery.....	2		1	9	9	9		
7-c.....	Brooms.....	1		1	20	20	20		
Total — Group III.....		9		3	138	132	138	6	



Canneries, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
420	11	409		419	1					420			
89	18	71		71			18			71	18		
29		29		9			20			29			
181	126	55		147	5	4	25		166	15			
2,938	616	1,490	832	1,746	12	7	1,165	8	198	1,374	1,366		
105		105		105								105	
143	43	100		143						143			
8	8			8							8		
15	15			15					15				
271	66	205		271					15	143	8	105	
2	2			2							2		
7	7			7						7			
9	9			9						7	2		
48,079	6,057	19,880	22,142	31,637	972	329	14,691	450	3,240	36,190	8,527	122	1
50	50			50							50		
64	14	50		64					64				
185		185		98			88			166	20		
38	8	30		38					30		8		
7	7			7							7		
16	16			16							16		
361	95	266		273			88		94	166	101		
40	40			40					11	18	11		
4	4			4						4			
10	10			10						10			
14,006	10	125	13,871	12,155	219	36	1,595	1	1,451	12,429	10	116	
21	21			21						15	6		
30	30			30					5	3	22		
4,252		4,252		4,238	14				105	4,131		16	
93	26	67		93							93		
76		76		76						76			
18,532	141	268	18,123	16,667	233	36	1,595	1	1,572	16,686	142	132	
103	13	90		103						97	6		
9	9			9						3	6		
20		20		20						20			
132	22	110		132						120	12		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
	SCHENECTADY — <i>Concluded.</i>								
	IV. LEATHER AND RUBBER GOODS.								
3-b.....	Saddlery and harness.....	2			7	7	7		
3-g.....	Canvas and sporting goods.....	2		1	14	14	7		
	Total — Group IV.....	4		1	21	21	14		
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a.....	Proprietary medicines.....	1			14	10	14	4	
2-b.....	Dyes, colors and inks.....	1			11	10	11	1	
	Total — Group V.....	2			25	20	25	5	
	VII. PRINTING AND PAPER GOODS.								
2-a.....	Paper boxes and tubes.....	1			7	7	7		
3-a.....	Printing and publishing.....	16		10	353	304	353	49	
3-b.....	Bookbinding and blank book making.....	1		1	3	3	3		
	Total — Group VII.....	18		11	363	314	363	49	
	VIII. TEXTILES.								
3.....	Cotton goods.....	1			17	17	17		
	IX. CLOTHING, MILLINERY, LAUNDRY, ETC.								
1-a.....	Tailoring.....	32		25	269	263	269	6	
1-b.....	Shirts, collars and cuffs.....	1		1	9	8	9	1	
1-d.....	Suspenders and other furnishing goods for men.....	1			6	6	6		
2-a.....	Dressmaking.....	5			62	62	62		
2-b.....	Women's white goods.....	1			154	150	154	4	
4-b.....	Millinery.....	12		4	83	83	83		
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	8		7	88	87	88	1	
6-a <sup>2</sup> .....	Chinese laundries.....	20		20	48	48	48		
6-b.....	Cleaning and dyeing.....	2			18	17	18	1	
	Total — Group IX.....	82		57	737	724	737	13	
	X. FOOD, LIQUORS AND TOBACCO.								
1-a.....	Flour and other cereal products.....	2			10	10	10		
2.....	Provisions.....	1			6	6	6		
4-a.....	Macaroni and other food pastes.....	1		1	2	2	2		
4-c.....	Bread and other bakery products.....	31		28	110	110	110		
4-d.....	Confectionery and ice cream.....	5		4	23	23	23		
5-c.....	Mineral and soda waters.....	1			6	5	6	1	
5-e.....	Malt liquors.....	5			39	36	39	3	
5-g.....	Miscellaneous bottling.....	1			6	6	6		
6-b.....	Cigars.....	12		10	52	52	52		
	Total — Group X.....	59		43	254	250	254	4	
	XI. WATER, LIGHT AND POWER.								
2.....	Gas.....	1			9	9	9		
4.....	Electric light and power.....	1			11	11	11		
	Total — Group XI.....	2			20	20	20		
	Total — Schenectady.....	224		130	22,514	20,391	22,507	2,123	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
7	7			7						4	3		
7	7			5			2				7		
14	14			12			2			4	10		
10	10			5			5		10				
10	10			10							10		
20	20			15			5		10		10		
7	7			2			5				7		
304	31	273		211			90	3	108	198			
3	3			3					3	3			
314	41	273		216			95	3	108	199	7		
17	17			10			7				17		
263	78	185		85			178		185		78		
8	8			2			6			8			
6	6			2			4			6			
62	16	46		3			59			57	5		
150		150		13			130	7	137		13		
83	83						82	1		37	46		
87	50	37		22			65				85	2	
48	48			48							9	39	
17	17			17							17		
724	306	418		192			524	8	322	106	253	41	
10	10			10							10		
6	6			6							6		
2	2			2							2		
110	110			101		2	7		2		108		
23	23			20			3				23		
5	5			5							5		
36	36			36						17	19		
6	6			6						6			
52	52			50	2				46	2	4		
250	250			236	2	2	10		48	25	177		
9	9			9					9				
11	11			11						11			
20	20			20					9	11			
20,384	926	1,335	18,123	17,773	235	38	2,326	12	2,163	17,319	729	173	

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in- shop.	GRAND TOTAL.	Total.	
								Total.	There- of 14-16 years of age.
SYRACUSE.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.	Cut stone.	1		1	4	4	4		
2-a.	Asbestos, graphite, etc.	1		2	22	18	18	4	
3-a.	Asphalt.	1			40	40	22		
3-c.	Plaster (wall and land).	2		1	58	57	58	1	
3-e.	Artificial stone.	2		1	29	26	23	3	
3-f.	Plaster and composition casts and orna- ments.	3		3	55	52	55	3	
4-c.	Pottery products.	2		1	545	534	545	11	
Total — Group I.		12		9	753	731	725	22	
II. METALS, MACHINES AND CON- VEYANCES.									
1-a.	Silver and plated ware.	3		3	42	38	42	4	
2-a.	Smelting and refining.	1		1	6	5	6	1	
2-c.	Brass and bronze castings.	4		7	206	200	200	6	
2-e.	Brass and bronze ware not elsewhere classified.	3		1	12	11	12	1	
2-f.	Sheet metal work.	5		5	292	289	201	3	
2-g.	Metal goods not elsewhere classified.	6		6	193	186	189	7	
3-c.	Rolling mills and steel works.	5		1	1,789	1,712	1,789	77	
3-d.	Bridges and structural iron.	3		5	93	83	93	10	
3-g.	Hardware not elsewhere classified.	4		6	786	751	786	35	
3-i.	Tools and dies.	5		7	93	87	88	6	
3-k.	Fire arms.	1		2	68	65	68	3	
3-m.	Metal furniture.	1		1	15	14	15	1	
3-n.	Wire work not elsewhere classified.	1		3	63	61	63	2	
3-p.	Car wheels and railway equipment.	1			229	202	229	27	
3-q.	Architectural and ornamental iron work.	1		2	8	7	8	1	
3-r.	Cooking and heating apparatus.	4		3	255	245	200	10	
3-s.	Typewriting and registering machines.	3			1,774	1,722	1,241	52	
3-t.	Stationary engines, boilers, etc.	14		17	459	439	441	20	
3-u.	Machinery not elsewhere classified.	20		32	1,986	1,889	1,986	97	
3-v.	Castings (iron).	7		7	959	939	926	20	
4-a.	Telegraph, telephone and fire-alarm ap- paratus.	1			25	25	25		
4-c.	Dynamos, motors and electrical supplies.	3		5	267	226	262	41	
5-a.	Carriages, wagons and sleighs.	2		3	275	267	275	8	
5-b.	Blacksmithing and wheelwrighting.	1		1	28	27	28	1	
5-d.	Motor vehicles.	7		6	1,878	1,565	1,876	313	
5-g.	Railway repair shops.	2			147	137	147	10	
6.	Boat and ship building.	1		1	2	2	2		
7.	Agricultural implements.	3		8	731	647	731	84	
8-c.	Lamps, reflectors, stereopticons, etc.	1			337	330	337	7	
8-d.	Clocks and time recorders.	1		1	42	40	42	2	
8-e.	Scales, meters, phonographs, etc.	2		1	82	80	76	2	
Total — Group II.		116		135	13,142	12,291	12,384	851	
III. WOOD MANUFACTURES.									
2-a.	House trim.	23		23	345	331	288	14	
2-b.	Packing boxes, crates, etc.	2		3	35	34	35	1	
2-c.	Cigar and fancy wood boxes.	1		1	17	17	17		
3.	Cooperage.	2		1	14	14	11		
4-e.	Miscellaneous articles and appliances of wood.	4		6	46	43	45	3	
5-a.	Furniture and upholstery.	7		7	410	396	401	14	
5-b.	Caskets.	1		4	73	64	73	9	
5-c.	Store, office and kitchen fixtures.	2		2	12	12	12		

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.									NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
4	4			4					4					
14	14			12		1	1			1	13			
22		22		22							22			
57	17	40		57							57			
20	20			20					4		16			
52	13	39		38			14			13	39			
534		22	512	354	12	18	150		18	22	494			
703	68	123	512	507	12	19	165		26	36	641			
38	14	24		34	1		3			24	14			
5	5			5						5				
194	4	190		194						152	42			
11	11			9			2			2	9			
198	15	183		145	18		35		8	2	188			
182	32	150		177	3	2				134	48			
1,712	11	90	1,611	1,685	25	1	1			650	1,062			
83		83		83						43	40			
751	4	29	718	632	13		106		359	4	388			
82	23	59		78	3		1			1	81			
65		65		65						65				
14	14			10	1		3			14				
61		61		48	1	1	11		1		60			
202			202	196	2	1	3		1		201			
7	7			7			3				7			
190	24	166		190					54	136				
1,189		87	1,102	1,021	1		167			1,189				
421	96	75	250	421						64	357			
1,889	71	768	1,050	1,876	13				50	1,144	695			
906		305	601	878	10	10	8		10	140	756			
25		25		22	3					25				
221	16		205	195	3		23			205	16			
267	7		260	259			8				267			
27		27		25	2					27				
1,563	15	198	1,350	1,563					12	1,561				
137		137		137						137				
2	2			2						2				
647		205	442	637	10					472	175			
330			330	266	9	4	51			4	326			
40		40		40						40				
74	18	56		62	4		8			8	66			
11,533	389	3,023	8,121	10,962	122	19	430		483	4,562	6,488			
274	100	174		271			3		47	27	200			
34	12	22		29	4	1			1		33			
17	17			7	2		8				17			
11	11			11					5	6				
42	42			40		2			1	33	8			
387	27	360		374	1	2	10		3		384			
64		64		56		1	7		1		63			
12	12			12						12				

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
	SYRACUSE—Continued.								
	III. WOOD MANUFACTURES—Concluded.								
5-e	Other cabinet work.....	2		2	36	35	38	1	
6	Pianos, organs, etc.....	2		1	240	235	240	5	
7-c	Brooms.....	2		1	55	52	55	3	
	Total — Group III.....	48		51	1,283	1,233	1,213	50	
	IV. LEATHER AND RUBBER GOODS.								
1	Leather.....	1			3	3	3		
3-a	Belting, washers, etc.....	2		2	15	15	15		
3-b	Saddlery and harness.....	1		1	5	5	5		
3-d	Boots and shoes.....	5		16	966	928	966	38	
3-e	Gloves and mittens.....	3		6	39	38	36	1	
3-g	Canvas and sporting goods.....	4		3	24	24	22		
5-c	Brushes.....	1		1	3	3	3		
	Total — Group IV.....	17		28	1,055	1,016	1,050	39	
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a	Proprietary medicines.....	1		2	17	10	17	7	
1-b	Sodas and other alkalies.....	1			256	249	256	7	
1-d	Other chemicals and drugs.....	3		1	86	76	86	10	
2-a	Paint, varnish, etc.....	1			7	5	7	2	
2-b	Dyes, colors and inks.....	1		1	7	5	7	2	
4	Animal oil products.....	2		3	118	100	99	18	
5	Mineral oil products.....	6		6	235	225	235	10	
8	Soap, perfumery and cosmetics.....	4		2	58	56	58	3	
	Total — Group V.....	19		15	784	725	765	59	
	VII. PRINTING AND PAPER GOODS.								
2-a	Paper boxes and tubes.....	5		11	207	201	187	6	
2-c	Other paper goods.....	2		1	21	14	21	7	
3-a	Printing and publishing.....	38		39	648	540	644	107	
3-b	Book binding and blank book making.....	5		5	200	187	198	13	
3-c	Lithographing and engraving.....	4		6	75	69	75	6	
	Total — Group VII.....	54		61	1,151	1,011	1,125	139	
	VIII. TEXTILES.								
2-a	Carpets and rugs.....	2		2	65	62	65	3	
4	Hosiery and knit goods.....	3		3	480	471	430	9	
	Total — Group VIII.....	5		5	545	533	495	12	
	IX. CLOTHING, MILLINERY, LAUNDRY, Etc.								
1-a	Tailoring.....	40		51	1,839	1,763	1,811	76	
1-b	Shirts, collars and cuffs.....	3		1	46	46	42		
1-c	Men's neckwear.....	1		2	7	6	7	1	
1-d	Suspenders and other furnishing goods for men.....	1		1	7	7	7		
2-a	Dressmaking.....	8		3	510	500	428	10	
4-b	Millinery.....	4		1	81	79	52	2	
5-a	Curtains, embroideries, etc.....	2			6	6	6		
6-a	Laundries (non-Chinese).....	15		16	319	304	309	15	
6-b	Cleaning and dyeing.....	1		2	24	22	20	2	
7	Clip sorting.....	2		3	7	7	6		
	Total — Group IX.....	77		80	2,846	2,740	2,688	108	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
35	10	25		34			1				35		
235	7		228	166			69				228		
52	7	45		30	2	3	14	3	6	7	43		
1,163	245	690	228	1,030	9	9	112	3	64	88	1,011		
3	3			3							3		
15	15			15							15		
5	5			5							5		
928	8	275	645	487	40	25	370	6	171	460	297		
35	35			16		1	18		1	3	31		
22	22			11			11				22		
3	3			3							3		
1,011	91	275	645	540	40	26	399	6	172	463	376		
10	10			3			7			10			
249			249	92	7	1	147	2		249			
76	5	71		73			3			26	50		
5	5			5							5		
5	5			5						5			
81		81		18	3	8	49	3	11	21	49		
225	37	188		123	8	10	66	18	28		197		
55	20	35		25	1	1	28		11	4	40		
706	82	375	249	344	19	20	300	23	50	315	341		
181	12	169		36	5	3	110	27	36	5	140		
14	14			7			7		8		6		
537	172	365		423	11	8	95		465	66	6		
185	12	173		105	1	2	77		185				
69	18	51		60	3	1	5		50	19			
986	228	758		631	20	14	294	27	744	90	152		
62		62		44	3		15				62		
421		421		65	6		328	22	22		390		
483		483		109	9		343	22	22		461		
1,735	231	696	808	724	12	16	929	54	73	1,465	197		
42	20	22		5			37			42			
6	6						6		6				
7	7			1			6		7				
418	22	192	204	32	2		377	7	7	209	202		
50	50			3			46	1		50			
6	6						6			6			
294	90	204		62	1		230	1	1	245	47	1	
18	18			11			7				18		
6	6			2			4				6		
2,582	456	1,114	1,012	840	15	16	1,648	63	94	2,017	470	1	

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
SYRACUSE—Concluded.									
X. FOOD, LIQUORS AND TOBACCO.									
1-a	Flour and other cereal products.	4		6	221	190	221	31	
1-c	Canning fruits and vegetables.	2			133	126	133	7	
1-d	Coffee and spice roasting and grinding.	1			5	5	5		
1-e	Groceries not elsewhere classified.	2		2	104	84	85	20	
2	Provisions.	1		1	6	5	6	1	
4-a	Macaroni and other food pastes.	2		3	40	37	37	3	
4-b	Crackers and biscuits.	2		2	155	143	155	12	
4-c	Bread and other bakery products.	72	1	65	190	192	190	4	
4-d	Confectionery and ice cream.	7		6	226	212	207	14	
5-c	Mineral and soda waters.	1			13	12	13	1	
5-d	Malt.	1			29	28	29	1	
5-e	Malt liquors.	9		15	244	215	231	29	
6-a	Tobacco and snuff.	1		2	12	12	11		
6-b	Cigars.	18		22	465	460	418	5	
Total — Group X.		123	1	124	1,849	1,721	1,741	128	
XI. WATER, LIGHT AND POWER.									
2	Gas.	1			97	90	97	7	
4	Electric light and power.	1			15	15	15		
Total — Group XI.		2			112	105	112	7	
Total — Syracuse		473	1	508	23,520	22,103	22,298	1,413	
TROY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b	Cut stone.	4		3	29	29	17		
4-a	Building brick.	4			135	134	126	1	
4-b	Terra cotta and fire-clay products.	3			122	110	122	12	
Total — Group I.		11		3	286	273	265	13	
II. METALS, MACHINES AND CON- VEYANCES.									
2-b	Gold and silver refining.	1		1	2	2	2		
2-c	Gold, silver and aluminum leaf.	11		7	74	68	70	6	
2-g	Metal goods not elsewhere classified.	2		3	14	13	13	1	
3-c	Rolling mills and steel works.	2			1,214	1,203	1,214	11	
3-d	Bridges and structural iron.	1			63	60	63	3	
3-g	Hardware not elsewhere classified.	2			81	79	62	2	
3-i	Tools and dies.	1			16	16	16		
3-m	Metal furniture.	2			22	22	12		
3-n	Wire work not elsewhere classified.	2		2	10	10	10		
3-p	Car wheels and railway equipment.	2			333	325	333	8	
3-r	Cooking and heating apparatus.	4			406	387	406	19	
3-t	Stationary engines, boilers, etc.	3			61	58	31	2	
3-u	Machinery not elsewhere classified.	14		11	207	191	195	16	
3-v	Castings (iron).	6		1	686	665	686	21	
4-c	Dynamos, motors and electrical supplies.	2		1	43	39	22	4	
5-a	Carriages, wagons and sleighs.	8		6	54	49	48	5	
5-b	Blacksmithing and wheelwrighting.	1		1	2	2	1		
5-c	Cycles.	1		1	2	2	2		
5-d	Motor vehicles.	2		2	8	7	8	1	
5-g	Railway repair shops.	2			44	39	44	5	
8-a	Professional and scientific instruments.	4		2	253	236	243	17	
8-b	Optical and photographic apparatus.	2		1	10	10	8		
Total — Group II.		75		39	3,605	3,483	3,489	121	



Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
4									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
SHOP FORCE.														
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
190	12	178		112			76	2		4	186			
126		126		75			51		50		76			
5	5			3			2				5			
65	6	59		15			50			59	6			
5	5			5							5			
34	5	29		21			12	1	1		33			
143	3	140		99	2		42		2	42	99			
186	186			170	3	4	9		6	2	178			
193	25	168		78	3	1	100	11	100	59	28	6		
12	12			12							12			
28		28		28							28			
202	18	184		200	1	1			194	2	6			
11	11			4			7		11					
413	81	23	309	298	4	4	102	5	379	31	3			
1,613	369	935	309	1,120	13	10	451	19	743	199	665	6		
90		90		90								90		
15	15			15								15		
105	15	90		105								105		
20,885	1,943	7,866	11,076	16,188	259	133	4,142	163	2,398	7,770	10,605	112		
17	17			17					17					
125	18	107		125							125			
110		110		110						40	70			
252	35	217		252					17	40	195			
2	2			2					2					
64	37	27		62	2				21	2	41			
12	12			12						12				
1,203	3		1,200	1,203							1,203			
60		60		60						60				
60	8	52		57		2	1		2	50	8			
16	16			16							16			
12	12			12					10		2			
10	10			10						9	1			
325		50	275	325							325			
387	12	75	300	387					75		312			
29	29			29						14	15			
179	65	114		179					5	14	160			
665	14	157	494	665					40	599	26			
18	18			18							18			
43	43			43							43			
1	1			1					1					
2	2			2							2			
7	7			7							7			
39	12	27		39						35		4		
226	21		205	226							226			
8	8			8					2		6			
3,368	332	562	2,474	3,363	2	2	1		155	798	2,411	4		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	
								Total.	There- of 14-16 years of age.
TROY—Continued.									
III. WOOD MANUFACTURES.									
1.....	Saw mill products.....	1			5	4	5	1	
2-a.....	House trim.....	4		1	36	34	30	2	
3.....	Cooperage.....	2		1	29	29	29		
4-c.....	Wooden toys and novelties.....	1		1	3	3	3		
4-e.....	Other articles and appliances of wood.....	4		3	45	44	45	1	
5-a.....	Furniture and upholstery.....	10		6	56	56	50		
5-e.....	Other cabinet work.....	1		1	3	3	3		
Total — Group III.....		23		13	177	173	165	4	
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	3		2	12	12	9		
3-a.....	Belting, washers, etc.....	2			9	7	9	2	
3-b.....	Saddlery and harness.....	4		1	31	28	31	3	
3-g.....	Canvas and sporting goods.....	1		1	2	2	2		
4.....	Rubber and gutta percha goods.....	1		2	2	2	1		
5-c.....	Brushes.....	13		5	529	524	451	4	
Total — Group IV.....		24		11	585	575	503	9	
V. CHEMICALS, OILS, PAINTS, ETC.									
2-a.....	Paint, varnish, etc.....	2			56	48	56	8	
4.....	Animal oil products.....	1			12	10	12	2	
7-c.....	Glue, mucilage, etc.....	2			16	16	16		
Total — Group V.....		5			84	74	84	10	
VI. PAPER AND PULP.									
2-c.....	Paper mills.....	3			139	134	129	5	
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	5		1	310	301	310	9	
3-a.....	Printing and publishing.....	23		15	498	438	495	60	
3-c.....	Lithographing and engraving.....	1			8	7	8	1	
Total — Group VII.....		29		16	816	746	813	70	
VIII. TEXTILES.									
3.....	Cotton goods.....	1			9	9	9		
4.....	Hosiery and knit goods.....	3			914	903	914	11	
6.....	Flax, hemp and jute manufactures.....	2			47	46	47	1	
7.....	Oilcloth, window shades, etc.....	1			26	25	22	1	
Total — Group VIII.....		7			996	983	992	13	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	39		39	148	147	135	1	
1-b.....	Shirts, collars and cuffs.....	29	2	7	11,624	11,297	11,374	327	
1-c.....	Men's neckwear.....	1			25	25	25		
2-a.....	Dressmaking.....	23		13	354	351	351	3	
3.....	Men's hats and caps.....	2		2	3	3	3		
4-b.....	Millinery.....	19	2	11	150	150	147		
5-a.....	Curtains, embroideries, etc.....	1			12	12	12		
6-a.....	Laundries (non-Chinese).....	16		9	963	951	932	12	
6-a.....	Chinese laundries.....	9		8	14	14	14		
6-b.....	Cleaning and dyeing.....	6		6	23	23	19		
7.....	Clip sorting.....	5		1	132	122	132	10	
Total — Group IX.....		150	4	96	13,448	13,096	13,144	353	

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
4	4			4							4		
28	28			28					10	18			
29	2	27		29						27	2		
3	3			3					3				
44	7	37		43	1					2	42		
50	50			49			1		2		48		
3	3			3					3				
161	97	64		159	1		1		18	47	96		
9	9			5			4			9			
7	7			7							7		
28	28			28							28		
2	2			2							2		
1	1			1							1		
447	51	396		420	15	2	10		2	25	420		
494	98	396		463	15	2	14		2	34	458		
48	3	45		48						3	45		
10	10			10							10		
16	16			16							16		
74	29	45		74						3	71		
124	10	114		118			6			28	48	48	
301	18	283		162	24	11	103	1	12	69	220		
435	106	329		378	29	4	24		421	14			
7	7			7						7			
743	131	612		547	53	15	127	1	433	90	220		
9	9			4			5				9		
903		114	789	245	21	6	621	10	16		887		
46	15	31		21	5		20			15	31		
21		21		21						21			
979	24	166	789	291	26	6	646	10	16	36	927		
134	134			113			21				134		
11,047	17	1,992	9,038	2,919	135	20	7,936	37	102	6,972	3,973		
25		25		8			17			25			
348	96	252		60			288			203	145		
3	3			1			2		3				
147	147			2			145			143	4		
12	12			6			6			12			
920	67	458	395	116	6	1	788	9	23	747	150		
14	14			14							14		
19	19			18			1			1	18		
122	12	110		54			68				122		
12,791	521	2,837	9,433	3,311	141	21	9,272	46	128	8,103	4,560		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.	
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	There- of 14-16 years of age.
	<b>TROY—Concluded.</b>							
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>							
1-a.	Flour and other cereal products.	2			21	17	21	4
1-b.	Sugar and molasses refining.	1			11	10	11	1
1-c.	Canning fruits and vegetables.	1			5	4	3	1
2.	Provisions.	2		2	11	11	9	
4-c.	Bread and other bakery products.	41		22	134	134	134	
4-d.	Confectionery and ice cream.	14		3	59	59	55	
5-c.	Mineral and soda waters.	4		2	18	17	16	1
5-e.	Malt liquors.	10		1	249	216	246	33
6-b.	Cigars.	20	1	16	316	313	216	3
	Total — Group X.	95	1	46	824	781	711	43
	<b>XI. WATER, LIGHT AND POWER.</b>							
2.	Gas.	1			15	14	15	1
4.	Electric light and power.	2			16	14	16	2
5.	Steam heat and power.	2			3	3	3	
	Total — Group XI.	5			34	31	34	3
	<b>XII. BUILDING INDUSTRY.</b>							
1.	Carpenters' shops.	6		6	32	31	32	1
	Total — Troy.	433	5	230	21,026	20,379	20,361	645
	<b>UTICA.</b>							
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>							
1-b.	Cut stone.	5			50	50	30	
3-c.	Plaster (wall and land).	1			20	19	20	1
3-e.	Artificial stone.	1			15	15	15	
4-a.	Building brick.	3			162	162	159	
5-a.	Building glass.	1			8	8	8	
5-c.	Pressed, blown and cut glassware.	1			3	3	3	
	Total — Group I.	12			258	257	235	1
	<b>II. METALS, MACHINES AND CONVEY- ANCES.</b>							
2-b.	Copper work.	1			16	16	16	
2-c.	Brass and bronze castings.	1		1	4	4	4	
2-d.	Gas and electric fixtures.	2	1		92	91	92	1
2-e.	Brass and bronze ware not elsewhere clas- sified.	3			53	52	51	1
2-g.	Metal goods not elsewhere classified.	2			30	30	30	
3-g.	Hardware not elsewhere classified.	2			60	47	60	13
3-k.	Fire arms.	1			307	290	307	17
3-m.	Metal furniture.	2			285	269	285	16
3-p.	Car wheels and railway equipment.	1			3	3	3	
3-q.	Agricultural and ornamental iron work.	2		2	8	8	6	
3-r.	Cooking and heating apparatus.	5			668	642	665	26
3-t.	Stationary engines, boilers, etc.	1			12	12	12	
3-u.	Machinery not elsewhere classified.	9			416	411	401	5
2-v.	Castings (iron).	1			548	540	548	8
4-a.	Telegraph, telephone and fire alarm appa- ratus.	1			31	31	31	
4-c.	Dynamos, motors and electrical supplies.	2			124	119	124	5
5-a.	Carriages, wagons and sleighs.	6			181	179	178	2
5-g.	Railway repair shops.	4			259	251	259	8
7.	Agricultural implements.	1			43	43	43	
	Total — Group II.	46	1	3	3,140	3,038	3,115	102

Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd.).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
17	17			17								17	
10	10			2			8			10			
2	2			2								2	
9	9			9								9	
134	134			129	3		2					134	
55	55			42	2	2	7	2	2	22		31	
15	15			15								15	
213	66	147		213					7	156		50	
213	83	130		190	17	2	4		213				
668	391	277		619	22	4	21	2	222	188	258		
14	14			14							14		
14	14			14						12			2
3	3			3							3		
31	31			31						12	17		2
31	31			31					31				
19,716	1,730	5,290	12,696	9,259	260	50	10,068	59	1,022	9,379	9,261	54	
30	30			30						10	20		
19	19			19							19		
15	15			15							15		
159	14	145		159							159		
8	8			8							8		
3	3			3							3		
234	89	145		234						10	224		
16	16			16							16		
4	4			4						4			
91	21	70		79	5		7				91		
50	18	32		45	1	1	3			1	49		
30	5	25		22			8				30		
47	15	32		45		2				2	45		
290			290	267	16		7				290		
269		25	244	258	3	2	6				269		
3	3			3							3		
6	6			6							6		
639	7	132	500	636	2	1			1		638		
12	12			12						12			
396	46	350		344	3		47	2	2	272	122		
540			540	540							540		
31		31		31							31		
119	19	100		118		1				1	118		
176	29	147		171	5					29	147		
251	17	234		251						10	143	98	
43		43		43							43		
3,013	218	1,221	1,574	2,891	35	7	78	2	3	337	2,575	98	

Tab'e XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.	
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	There- of 14-16 years of age.
	UTICA—Continued.							
	III. WOOD MANUFACTURES.							
2-a	House trim.....	7			267	245	267	22
2-c	Cigar and fancy wood boxes.....		1		10	10	10	
4-c	Wooden toys and novelties.....	2			62	62	57	
4-e	Other articles and appliances of wood.....	1			3	3	3	
5-a	Furniture and upholstery.....	3			54	54	54	
5-e	Other cabinet work.....	1			7	7	7	
6	Pianos, organs, etc.....	2			14	14	14	
	Total — Group III.....	16	1		417	395	412	22
	IV. LEATHER AND RUBBER GOODS.							
2	Furs and fur goods.....	1			8	8	8	
3-a	Belting, washers, etc.....	1			21	18	21	3
3-b	Saddlery and harness.....	1			13	12	13	1
3-c	Traveling bags and trunks.....	1			26	26	26	
3-g	Canvas and sporting goods.....	1			8	8	7	
	Total — Group IV.....	5			76	72	75	4
	V. CHEMICALS, OILS, PAINTS, ETC.							
1-d	Miscellaneous chemicals and drugs.....	1			2	2	2	
7-c	Glue, mucilage, etc.....	2			15	13	15	2
	Total — Group V.....	3			17	15	17	2
	VI. PAPER AND PULP.							
1	Sorting waste paper.....	2		1	19	18	19	1
2-c	Paper mills.....	3			112	112	112	
	Total — Group VI.....	5		1	131	130	131	1
	VII. PRINTING AND PAPER GOODS.							
2-a	Paper boxes and tubes.....	2			104	104	104	
3-a	Printing and publishing.....	16		4	366	304	365	62
3-b	Bookbinding and blank book making.....	1			22	22	22	
	Total — Group VII.....	19		4	492	430	491	62
	VIII. TEXTILES.							
2-c	Woolens and worsteds.....	2	1	1	981	970	980	11
3	Cotton goods.....	4	1		2,281	2,261	2,234	20
4	Hosiery and knit goods.....	20			5,389	5,299	5,341	90
5-a	Dyeing, finishing, etc.....	4			103	103	103	
6	Flax, hemp and jute manufactures.....	1			2	2	2	
	Total — Group VIII.....	31	2	1	8,756	8,635	8,660	121
	IX. CLOTHING, MILLINERY, LAUNDRY, ETC.							
1-a	Tailoring.....	29		16	1,468	1,407	1,455	61
1-b	Shirts, collars and cuffs.....	2			19	19	19	
1-d	Suspenders and other furnishing goods for men.....	1			10	10	10	
3	Men's hats and caps.....	2		4	5	5	4	
6-a	Laundries (non-Chinese).....	9		3	155	153	149	2
6-b	Cleaning and dyeing.....	1		1	1	1	1	
7	Clip sorting.....	4			40	40	40	
	Total — Group IX.....	48		24	1,698	1,635	1,678	63

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd.).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
245	51	194		243	2		6	2	2	6	245		
10	10			2						2			
57	17	40		38			19			19	38		
3	3			3						3			
54	22	32		44			10			32	22		
7	7			7						7			
14	14			14							14		
390	124	266		351	2		35	2	2	67	321		
8	8			3			5				8		
18	18			18							18		
12	12			9			3				12		
26		26		26							26		
7	7			2			5			7			
71	45	26		58			13			7	64		
2	2			1			1			2			
13	13			13							13		
15	15			14			1			2	13		
18	18			10			8				18		
112		112		112								112	
130	18	112		122			8				18	112	
104		104		45	4	2	52	1	3		101		
303	44	259		272		11	20		155	142	6		
22		22		12	1	2	7		22				
429	44	385		329	5	15	79	1	180	142	107		
969	6	963		605	4	4	345	11	15	6	948		
2,214	8	104	2,102	1,149	71		994				2,214		
5,251	11	910	4,330	1,845	72	56	3,138	140	258	21	4,972		
103	2	101		81			22				103		
2	2			2							2		
8,539	29	1,115	7,395	3,682	147	60	4,499	151	273	27	8,239		
1,394	117	467	810	761	62	12	552	7	27	23	1,344		
19	19			1			18			19			
10	10			5			5			10			
4	4			4							4		
147	50	97		46			101		20		127		
1	1			1						1			
40	16	24		13			27		27		13		
1,615	217	598	810	831	62	12	703	7	74	53	1,488		

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.		
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	Total.	There- of 14-16 years of age.
	UTICA—Concluded.								
	X. FOOD, LIQUORS AND TOBACCO.								
1-a	Flour and other cereal products.	2			12	11	12	1	
1-d	Coffee and spice roasting and grinding.	1			2	2	2		
2	Provisions.	2			33	32	30	1	
3	Dairy products.	1		1	1	1	1		
4-a	Macaroni and other food pastes.	1			50	50	50		
4-c	Bread and other bakery products.	28		13	69	69	69		
4-d	Confectionery and ice cream.	8		2	58	56	56	2	
5-c	Mineral and soda waters.	2		1	7	7	6		
5-e	Malt liquors.	5			216	200	197	13	
6-a	Tobacco and snuff.	2			50	50	50		
6-b	Cigars.	14		7	81	81	74		
	Total — Group X.	66		24	579	559	547	20	
	XI. WATER, LIGHT AND POWER.								
4	Electric light and power.	3			86	86	86		
	Total — Utica.	254	4	57	15,650	15,252	15,447	398	
	YONKERS.								
	I. STONE, CLAY AND GLASS PRODUCTS.								
5-c	Pressed, blown and cut glassware.	1			3	3	3		
	II. METALS, MACHINES AND CONVEY- ANCES.								
2-e	Brass and bronze ware not elsewhere clas- sified.	1			9	9	3		
2-g	Metal goods not elsewhere classified.	1			3	3	3		
3-d	Bridges and structural iron.	2			10	10	10		
3-g	Hardware not elsewhere classified.	2			12	7	12	5	
3-q	Architectural and ornamental iron work.	2			11	11	7		
3-u	Machinery not elsewhere classified.	4			119	114	119	5	
5-d	Motor vehicles.	1			4	4	4		
5-g	Railway repair shops.	1			42	42	42		
	Total — Group II.	14			210	200	200	10	
	III. WOOD MANUFACTURES.								
2-a	House trim.	9			74	72	70	2	
3	Cigar and fancy wood boxes.	2			124	124	124		
	Total — Group III.	11			198	196	194	2	
	IV. LEATHER AND RUBBER GOODS.								
2	Furs and fur goods.	1			120	120	120		
3-f	Fancy leather goods.	1			50	50	21		
4	Rubber and gutta percha goods.	1	1		37	37	35		
5-d	Mattresses, pillows and other articles of hair, feathers, etc.	1			6	6	6		
	Total — Group IV.	4	1		213	213	182		
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a	Proprietary medicines.	3			82	70	81	12	
	VI. PAPER AND PULP.								
2-c	Paper mills.	1			4	4	4		



Class Cities, Year Ended September 30, 1910: By Industries — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
11	11			11							11		
2	2			2						2			
29	29			29							14	15	
1	1			1						1			
50		50		17			32	1	1		49		
69	69			65	3	1				2	67		
54	32	22		39		2	13		1	19	34		
6	6			6							6		
181		181		181					81	25	75		
50	2	48		28		12	10		2	48			
74	74			68		3	3		67	7			
527	226	301		447	3	18	58	1	152	104	256	15	
86	6	80		86								86	
15,049	1,031	4,239	9,779	9,045	254	112	5,474	164	684	749	13,305	311	
3	3			3					3				
3	3			1	2				3				
3	3			3						3			
10	10			10					4	6			
7	7			7					7				
7	7			6	1				1	6			
114	16	98		110	4				3	111			
4	4			4					4				
42		42		42						42			
190	50	140		183	7				22	168			
68	40	28		68					68				
124	10	114		118	6				10		114		
192	50	142		186	6				78		114		
120		120		75			45			120			
21	21			21							21		
35	35			19		1	15			35			
6	6			6							6		
182	41	141		121		1	60			155	27		
69	23	46		29		1	38	1	6	63			1
4	4			4						4			

Table XIII.—Statistics of Factories Inspected in First and Second

In- dustry num- ber.	CITY AND INDUSTRY.	PLACES INSPECTED.		Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		OFFICE FORCE.	
		Once.	More than once.		Total.	There- of in shop.	GRAND TOTAL.	There- of 14-16 years of age.
	<b>YONKERS—Concluded.</b>							
	<b>VII. PRINTING AND PAPER GOODS.</b>							
3-a.....	Printing and publishing.....	6		3	97	95	97	2
3-c.....	Lithographing and engraving.....	1			2	2	2	
	Total — Group VII.....	7		3	99	97	99	2
	<b>VIII. TEXTILES.</b>							
1.....	Silk and silk goods.....	1			32	32	32	
2-a.....	Carpets and rugs.....	1			7,257	7,158	7,257	99
5-b.....	Upholstery goods.....	3			96	96	61	
	Total — Group VIII.....	5			7,385	7,286	7,350	99
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, Etc.</b>							
1-a.....	Tailoring.....	1			7	7	5	
2-a.....	Dressmaking.....	1			9	9	9	
3.....	Men's hats and caps.....	2			2,028	1,957	1,915	71
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	5		3	106	103	98	3
6-a <sup>2</sup> .....	Chinese laundries.....	13			35	35	35	
6-b.....	Cleaning and dyeing.....	1			8	8	8	
	Total — Group IX.....	23		3	2,193	2,119	2,070	74
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>							
1-b.....	Sugar and molasses refining.....	1			900	884	766	16
2.....	Provisions.....	1			4	4	4	
4-c.....	Bread and other bakery products.....	34	1	10	104	104	102	
4-d.....	Confectionery and ice cream.....	3			19	19	19	
5-a.....	Artificial ice.....	3			37	37	37	
5-c.....	Mineral and soda waters.....	5			16	16	16	
5-e.....	Malt liquors.....	2			24	21	24	3
6-b.....	Cider, grape juice, etc.....	1			3	3	3	
	Total — Group X.....	50	1	10	1,107	1,088	971	19
	<b>XI. WATER, LIGHT AND POWER.</b>							
2.....	Gas.....	1			14	14	14	
5.....	Steam heat and power.....	1			6	6	6	
	Total — Group XI.....	2			20	20	20	
	<b>XII. BUILDING INDUSTRY.</b>							
1.....	Carpenters' shops.....	1			3	3	3	
	Total — Yonkers.....	122	2	16	11,517	11,299	11,177	218

Class Cities, Year Ended September 30, 1910: By Industries — Concluded.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
95 2	46 2	49	.....	82 2	5	.....	8	.....	95 2	.....	.....	.....	.....
97	48	49	.....	84	5	.....	8	.....	97	.....	.....	.....	.....
32	.....	32	.....	2	.....	1	19	10	10	22	.....	.....	.....
7,158 61	22	39	7,158	3,407 8	168	.....	3,583 49	4	4	7,158 57	.....	.....	.....
7,251	22	71	7,158	3,417	168	1	3,651	14	14	7,237	.....	.....	.....
5 9	5 9	.....	.....	5 2	.....	.....	7	.....	.....	9	.....	5	.....
1,844	21	111	1,733	1,299	38	12	480	15	26	1,818	.....	.....	.....
95 35 8	21 35 8	74	.....	20 35 7	.....	.....	75 1	.....	7	80	8	35	.....
1,996	78	185	1,733	1,368	38	12	563	15	33	1,915	43	5	.....
750 4	.....	.....	750	750 4	.....	.....	.....	.....	.....	.....	750 4	.....	.....
102 19	102 19	.....	.....	101 12	.....	1	.....	.....	1	.....	96 2	5	.....
37 16	37 16	.....	.....	37 15	1	.....	4	3	.....	9	.....	8	.....
21 3	21 3	.....	.....	21 3	.....	.....	.....	.....	3	15	13 6	37	.....
952	202	.....	750	943	1	1	4	3	7	24	871	50	.....
14 6	14 6	.....	.....	14 6	.....	.....	.....	.....	.....	6	14	.....	.....
20	20	.....	.....	20	.....	.....	.....	.....	.....	6	14	.....	.....
3	3	.....	.....	3	.....	.....	.....	.....	3	.....	.....	.....	.....
10,959	544	774	9,641	6,361	225	16	4,324	33	263	9,572	1,069	55	1

TABLE XIV.—STATISTICS OF FACTORIES INSPECTED IN  
Recapitulation by Industry

GROUPS OF INDUSTRIES.	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYERS IN YEAR.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	Thereof 14-16 years of age.
TOTAL NEW								
I. Stone, clay and glass products.....	1,032		298	42,273	41,101	36,838	1,157	10
II. Metals, machines and conveyances.....	5,908		2,983	303,355	291,242	284,075	17,040	91
III. Wood manufactures.....	2,954	2	1,401	84,366	81,742	76,493	2,597	2
IV. Leather and rubber goods.....	2,654		1,366	79,119	76,811	71,153	2,273	8
V. Chemicals, oils, paints, etc.....	843		226	37,063	32,844	34,657	4,202	51
VI. Paper and pulp.....	218		48	15,070	14,776	13,759	224	
VII. Printing and paper goods.....	3,552		2,002	106,049	97,062	97,458	8,859	45
VIII. Textiles.....	1,245		467	109,766	107,718	102,759	2,031	1
IX. Clothing, millinery, laundry, etc.....	16,144	28	10,490	350,639	343,843	298,351	6,774	17
X. Food, liquors and tobacco.....	8,107	213	4,617	118,923	114,014	104,523	4,878	5
XI. Water, light and power.....	492		11	9,072	8,702	8,720	366	
XII. Building industry.....	106		46	802	783	626	19	
Total.....	43,225	243	23,955	1,261,549	1,210,638	1,129,392	50,490	230
NEW YORK								
I. Stone, clay and glass products.....	520		169	15,028	14,446	12,015	569	10
II. Metals, machines and conveyances.....	3,701		1,859	111,509	105,107	99,867	6,361	91
III. Wood manufactures.....	1,597	2	675	42,227	41,111	37,587	1,114	1
IV. Leather and rubber goods.....	2,036		1,138	42,585	41,482	36,601	1,038	6
V. Chemicals, oils, paints, etc.....	581		164	18,618	16,933	16,976	1,634	50
VI. Paper and pulp.....	45		20	1,092	1,067	1,039	25	
VII. Printing and paper goods.....	2,432		1,337	78,869	72,369	71,290	6,376	42
VIII. Textiles.....	823		362	34,191	33,239	29,905	940	
IX. Clothing, millinery, laundry, etc.....	13,481	16	8,448	284,139	278,824	235,565	5,253	11
X. Food, liquors and tobacco.....	4,440	43	2,456	71,385	68,447	65,094	2,914	2
XI. Water, light and power.....	168		1	5,687	5,470	5,405	213	
XII. Building industry.....	77		32	520	506	491	14	
Total.....	29,901	61	16,661	705,850	679,001	611,738	26,561	213

\* Inclusive of one child under 14 years of age employed in office.

† Inclusive of two children

## EACH INDUSTRY, YEAR ENDED SEPTEMBER 30, 1910.

## Groups or Classes.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as noted).
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						
YORK STATE.														
35,061	4,244	20,847	10,590	33,039	726	204	1,663	49	6,593	8,201	17,890	2,997	.....	
267,035	25,591	85,342	156,102	246,947	5,117	812	13,939	229	19,803	131,711	103,425	12,096	.....	2
73,886	13,168	45,409	15,309	66,988	1,823	550	4,395	130	8,653	25,634	39,207	392	.....	5
68,880	12,656	31,892	24,332	45,601	1,409	544	20,632	694	3,107	32,573	33,190	10	.....	15
30,455	3,781	11,497	15,177	22,654	772	131	6,765	133	4,129	15,332	8,255	2,739	.....	3
13,456	717	7,814	4,925	12,612	59	3	776	6	1,700	405	3,937	7,414	.....	
88,599	16,255	45,447	26,897	57,896	1,558	566	27,768	811	42,096	36,870	9,587	49	.....	4
100,719	5,163	33,371	62,185	43,241	1,962	614	53,396	1,506	3,650	33,784	63,283	2	.....	1
291,690	67,522	167,614	56,444	129,337	1,522	549	157,358	2,814	30,639	188,274	71,541	1,126	.....	*34
99,650	26,298	37,004	36,348	66,537	778	309	31,384	642	19,588	24,814	49,343	5,905	.....	*12
8,354	2,236	3,486	2,632	8,349	4	1	.....	.....	512	2,750	1,764	3,323	.....	
607	473	134	.....	600	6	1	.....	.....	390	147	70	.....	.....	
1,078,902	178,104	489,857	410,941	733,801	15,736	4,284	318,076	7,005	140,860	500,495	401,492	36,055	.....	176

## CITY.†

11,446	2,649	6,576	2,221	10,449	116	84	756	41	4,797	3,398	2,943	398	.....	
93,503	17,002	39,009	37,402	84,310	2,276	404	6,390	123	15,962	59,130	18,582	823	.....	1
36,473	7,301	21,514	7,653	32,787	826	289	2,492	79	5,433	18,725	12,315	.....	.....	3
35,503	10,087	17,999	7,417	24,419	505	142	10,088	349	2,160	22,751	10,596	0	.....	9
15,292	2,501	7,093	5,698	10,599	418	95	4,102	78	3,563	7,990	3,605	134	.....	1
1,014	212	489	313	735	19	.....	255	5	8	37	901	63	.....	
64,914	11,380	32,508	21,026	43,060	986	341	20,008	519	32,610	28,878	3,426	.....	.....	3
28,965	4,403	13,397	11,165	11,817	426	162	15,943	617	1,669	18,945	8,351	.....	.....	1
230,312	56,922	143,621	29,789	110,064	997	356	116,746	2,149	26,520	154,040	48,726	1,026	.....	*32
62,170	14,113	21,554	26,503	39,847	337	87	21,526	373	14,725	18,632	25,317	3,496	.....	*4
5,192	763	2,351	2,078	5,189	2	1	.....	.....	342	2,042	1,053	1,755	.....	
390	331	59	.....	390	.....	.....	.....	.....	274	85	31	.....	.....	
585,171	127,754	306,170	151,280	373,666	6,908	1,961	198,306	4,333	103,063	333,653	135,836	7,622	.....	154

under 14 years of age employed in office.

† Included in figures for total New York State.

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. (Only the more important centers of each industry are specified.)	Places in- spec- ted.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
I. STONE, CLAY AND								
1. STONE.....	306		87	7,420	7,190	5,767	230	1
a. Crushed stone.....	36		1	796	785	734	11	
<i>Stoneco.</i> .....	1			275	275	250		
b. Cut stone.....	266		86	6,582	6,363	4,994	219	1
<i>Buffalo.</i> .....	6		6	365	359	307	6	
<i>New York City.</i> .....	174		32	4,956	4,778	3,590	178	1
c. Hones, slates, mosaics, etc.....	4			42	42	39		
2. MISCELLANEOUS MINERAL PRODUCTS..	46		14	2,809	2,636	2,677	165	2
a. Asbestos, graphite, etc.....	33		10	1,782	1,684	1,640	70	2
<i>New York City.</i> .....	16		6	865	816	825	41	2
<i>Niagara Falls.</i> .....	2			380	317	245	3	
b. Abrasives.....	13		4	1,047	952	1,037	95	
<i>Niagara Falls.</i> .....	2			857	774	848	83	
3. LIME, CEMENT AND PLASTER.....	183		58	7,035	6,828	6,693	205	
a. Asphalt.....	14		5	447	417	408	30	
<i>New York City.</i> .....	3			272	270	257	2	
b. Cement and lime.....	20			3,275	3,172	3,236	101	
<i>Alsen.</i> .....	1			204	200	204	4	
<i>Cementon.</i> .....	1			325	319	325	6	
<i>Glens Falls.</i> .....	4			468	461	463	7	
<i>Greenport.</i> .....	1			1,660	1,600	1,660	67	
<i>Howes Cave.</i> .....	1			206	200	206	6	
c. Plaster (wall and land).....	28		4	1,468	1,438	1,436	30	
<i>New York City.</i> .....	6			782	772	767	10	
d. Sifted sand and mortar.....	10			431	424	429	7	
<i>Roslyn.</i> .....	4			226	222	226	4	
e. Artificial stone.....	40		15	529	518	430	11	
f. Plaster and composition casts and ornaments.....	71		34	885	859	754	26	
<i>New York City.</i> .....	61		27	688	668	662	20	
4. BRICK, TILE AND POTTERY.....	228		37	15,353	15,205	13,723	148	
a. Building brick.....	159		17	12,035	11,996	10,760	39	
<i>Fishkill-on-Hudson.</i> .....	8			702	701	628	1	
<i>Glasco.</i> .....	6			660	658	660	2	
<i>Haverstraw.</i> .....	23		6	1,515	1,514	1,359	1	
<i>Roseton.</i> .....	4			1,251	1,245	1,162	6	
b. Terra-cotta and fire-clay products. <i>New York City.</i> .....	40		8	1,730	1,656	1,433	74	
	20		4	1,086	1,053	906	33	
c. Pottery products.....	29		12	1,588	1,553	1,527	35	
<i>Buffalo.</i> .....	1			395	388	396	7	
<i>New York City.</i> .....	21		7	644	631	608	13	
<i>Syracuse.</i> .....	2		1	645	634	645	11	

\* Including all localities represented in the industry at any time during the year by 1,000 employees or by employees being omitted.

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-33 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## GLASS PRODUCTS.

5,537	1,529	3,192	816	5,441	18	2	74	2	3,619	700	1,156	62	.....
723	233	240	250	723	.....	.....	.....	.....	10	7	703	.....	.....
250	.....	.....	250	250	.....	.....	.....	.....	.....	.....	250	.....	.....
4,775	1,279	2,930	566	4,679	18	2	74	2	3,604	671	438	62	.....
301	30	50	221	230	.....	.....	70	1	18	232	51	.....	.....
3,408	807	2,160	345	3,379	16	2	4	1	3,189	153	60	.....	.....
39	17	22	.....	39	.....	.....	.....	.....	5	22	12	.....	.....
2,512	192	968	1,352	2,168	47	3	291	3	19	377	1,172	944	.....
1,570	141	794	635	1,293	24	3	247	3	9	370	953	238	.....
784	73	79	635	654	16	2	109	3	9	107	668	.....	.....
242	.....	242	.....	238	4	.....	.....	.....	.....	.....	4	238	.....
942	51	174	717	875	23	.....	44	.....	10	7	219	708	.....
765	.....	48	717	708	17	.....	42	.....	.....	.....	59	708	.....
6,488	814	2,488	3,186	6,371	11	6	100	.....	607	410	3,710	1,781	.....
378	35	343	.....	378	.....	.....	.....	.....	114	7	179	78	.....
255	17	238	.....	255	.....	.....	.....	.....	80	7	80	78	.....
3,135	32	424	2,679	3,127	.....	2	6	.....	209	2	1,645	1,279	.....
200	.....	.....	200	200	.....	.....	.....	.....	.....	.....	200	.....	.....
319	.....	.....	319	319	.....	.....	.....	.....	.....	.....	4	315	.....
461	19	82	380	459	.....	2	.....	.....	2	.....	109	350	.....
1,600	.....	1,600	1,600	1,600	.....	.....	.....	.....	200	.....	1,400	.....	.....
200	.....	200	200	200	.....	.....	.....	.....	.....	.....	200	.....	.....
1,406	140	759	507	1,372	7	1	26	.....	1	10	1,151	244	.....
757	12	238	507	726	5	.....	26	.....	.....	.....	757	.....	.....
422	37	385	.....	422	.....	.....	.....	.....	.....	7	415	.....	.....
222	7	215	.....	222	.....	.....	.....	.....	.....	.....	222	.....	.....
419	194	225	.....	419	.....	.....	.....	.....	30	118	111	160	.....
728	376	352	.....	653	4	3	68	.....	253	266	209	.....	.....
542	335	207	.....	422	3	3	54	.....	252	240	50	.....	.....
13,575	475	9,587	3,513	12,594	264	83	613	21	1,081	2,237	10,027	230	.....
10,721	207	8,420	2,094	10,454	222	45	.....	.....	640	1,260	8,821	.....	.....
626	.....	626	.....	516	9	.....	.....	.....	.....	52	473	.....	.....
658	.....	279	379	638	16	4	.....	.....	4	.....	654	.....	.....
1,358	.....	1,358	1,305	1,305	51	2	.....	.....	5	.....	1,305	.....	.....
1,148	.....	428	718	1,113	33	.....	.....	.....	.....	33	1,113	.....	.....
1,362	173	670	519	1,281	6	5	68	2	359	262	511	230	.....
873	88	266	519	722	6	5	68	2	354	178	113	230	.....
1,492	95	497	900	859	36	33	545	19	82	715	695	.....	.....
383	.....	.....	383	155	20	9	209	4	13	375	.....	.....	.....
495	60	435	.....	289	4	4	184	14	49	229	186	.....	.....
534	.....	22	512	354	12	18	150	.....	18	22	494	.....	.....

five per cent or more of the employees engaged in that industry in the state, all places reporting under 200

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places inspected.	Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	Thereof 14-16 years of age.
I. STONE, CLAY AND								
5. GLASS.....	239		102	9,656	9,242	7,978	409	7
a. Building glass.....	66		31	939	913	828	26	
<i>New York City</i> .....	67		28	808	786	699	23	
b. Beveled glass and mirrors.....	44		21	1,377	1,203	1,296	172	6
<i>Buffalo</i> .....	5		3	253	214	251	39	
<i>New York City</i> .....	37		18	1,046	919	967	127	6
c. Pressed, blown and cut glassware.....	102		41	5,425	5,248	4,264	172	1
<i>Corning</i> .....	9		1	2,008	1,949	1,689	57	
<i>New York City</i> .....	84		34	3,399	3,788	2,139	109	1
d. Bottles and jars.....	20		9	1,915	1,876	1,590	39	
<i>New York City</i> .....	9		6	421	410	323	11	
<i>Olean</i> .....	2			380	311	231	9	
<i>Rochester</i> .....	2			419	416	419	3	
Total — Group I.....	1,002		298	42,273	41,101	36,838	1,157	10
II. METALS, MACHINES								
1. GOLD, SILVER AND PRECIOUS STONES.....	710		583	13,269	12,480	12,468	789	7
a. Silver and plated ware.....	109		69	4,522	4,304	4,264	218	2
<i>East Syracuse</i> .....	1		2	327	312	327	15	
<i>Mount Vernon</i> .....	2			230	189	230	41	
<i>New York City</i> .....	95		61	2,148	2,089	1,964	119	2
<i>Niagara Falls</i> .....	2		1	1,220	1,191	1,162	29	
<i>Sag Harbor</i> .....	1			262	253	262		
b. Gold and silver refining.....	12		4	137	129	124	8	
c. Gold, silver and aluminum leaf.....	30		19	255	248	241	7	
d. Gold and silver watch cases.....	16		13	903	864	881	39	
<i>New York City</i> .....	16		13	360	342	328	8	
<i>Sag Harbor</i> .....	1			663	622	663	31	
e. Jewelry, gold pens, etc.....	458		403	6,633	6,154	6,187	479	5
<i>Buffalo</i> .....	19		11	387	354	384	63	
<i>New York City</i> .....	432		390	6,213	5,791	5,770	422	6
f. Lapidary work ( <i>New York City</i> ).....	85		72	819	781	771	38	
2. COPPER, LEAD, ZINC, ETC.....	1,281		565	47,623	45,727	42,924	1,885	20
a. Smelting and refining.....	35		9	2,451	2,340	2,229	111	1
<i>Buffalo</i> .....	4		3	276	266	270	11	
<i>New York City</i> .....	25		4	2,049	1,996	1,833	83	1
b. Copper work.....	43		21	2,094	2,040	1,815	54	
<i>Hastings-on-Hudson</i> .....	1			380	380	380		
<i>New York City</i> .....	37		14	676	666	643	21	
<i>Rome</i> .....	2		1	892	889	639	23	
c. Brass and bronze castings.....	93		50	2,224	2,158	1,844	62	
<i>Binghamton</i> .....	1			337	223	237	2	
<i>B. falo</i> .....	13		10	624	603	530	17	
<i>New York City</i> .....	47		16	642	623	494	14	
<i>Rochester</i> .....	2			245	238	245	7	
<i>Syracuse</i> .....	4		7	206	200	200	6	



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.						51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).						

## GLASS PRODUCTS—Continued.

7,569	1,234	4,612	1,723	6,465	386	110	585	23	1,267	4,477	1,825	.....
802	424	378	.....	679	6	3	114	.....	206	554	42	.....
676	345	331	.....	689	6	1	80	.....	184	458	34	.....
1,124	296	613	215	1,087	15	11	11	.....	35	921	168	.....
818	11	201	.....	801	6	6	.....	.....	8	145	68	.....
840	285	340	216	816	7	6	11	.....	35	776	31	.....
4,092	451	2,418	1,223	3,382	216	63	408	23	707	2,227	1,158	.....
1,632	29	380	1,283	1,589	187	1	166	.....	296	1,135	261	.....
2,050	373	1,657	.....	1,719	43	64	193	21	458	1,008	676	.....
1,551	63	1,203	285	1,317	149	33	52	.....	319	775	457	.....
272	61	211	.....	233	6	7	27	.....	144	118	10	.....
228	.....	222	.....	177	36	10	.....	.....	10	212	.....	.....
416	.....	131	286	364	62	.....	.....	.....	149	267	.....	.....
35,681	4,244	20,847	10,590	33,039	726	204	1,663	49	6,593	8,201	17,690	2,997

## AND CONVEYANCES.

11,679	3,366	4,877	3,436	9,743	308	101	1,493	34	1,329	7,923	2,427	.....	1
4,046	525	1,330	2,191	3,197	172	40	631	6	121	2,532	1,393	.....	1
312	.....	312	.....	212	22	8	68	.....	22	10	302	.....	1
186	.....	189	.....	167	8	1	22	1	58	131	.....	.....	.....
1,835	477	864	494	1,611	62	19	112	1	27	1,245	666	.....	.....
1,133	.....	1,133	743	45	2	341	2	.....	4	1,129	.....	.....	.....
252	.....	252	182	24	7	39	.....	.....	7	245	.....	.....	.....
116	54	62	.....	104	.....	.....	12	.....	11	102	3	.....	.....
234	199	35	.....	128	6	4	93	3	101	45	88	.....	.....
842	42	278	522	669	37	12	119	5	22	35	785	.....	.....
380	46	278	.....	289	8	1	22	.....	6	36	279	.....	.....
622	.....	622	390	29	11	97	6	16	.....	606	.....	.....	.....
5,709	2,173	2,812	723	4,946	81	42	620	19	682	4,868	158	.....	.....
351	69	268	.....	268	11	6	49	6	20	311	.....	.....	.....
5,348	2,076	2,650	783	4,659	70	34	671	14	651	4,648	165	.....	.....
733	373	360	.....	699	12	3	18	1	392	341	.....	.....	.....
41,039	5,705	16,683	18,651	35,689	1,098	245	3,924	83	5,140	17,816	17,673	410	1
2,115	126	444	1,545	2,114	1	.....	.....	.....	1,339	235	516	25	.....
269	34	.....	226	269	.....	.....	.....	.....	.....	.....	269	.....	.....
1,747	69	368	1,380	1,746	1	.....	.....	.....	1,336	280	191	.....	.....
1,761	217	532	1,012	1,632	13	7	105	4	81	756	924	.....	.....
380	.....	380	.....	381	6	.....	64	.....	.....	380	.....	.....	.....
622	166	307	.....	474	3	4	37	4	76	353	23	.....	.....
636	4	.....	632	624	.....	.....	6	.....	.....	632	.....	.....	.....
1,782	418	933	431	1,737	23	2	20	.....	114	943	725	.....	.....
228	.....	228	.....	210	6	.....	13	.....	.....	228	.....	.....	.....
313	37	276	.....	307	6	1	.....	.....	1	2	310	.....	.....
480	254	226	.....	467	6	1	7	.....	87	255	108	.....	.....
238	.....	36	203	233	6	.....	.....	.....	.....	233	.....	.....	.....
194	4	190	.....	194	.....	.....	.....	.....	.....	162	48	.....	.....

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
II. METALS, MACHINES AND								
2. COPPER, LEAD, ZINC, ETC.— <i>Concluded.</i>								
d. Gas and electric fixtures.....	103	41	4,808	4,600	4,390	208	1	
New York City.....	90	39	4,450	4,260	4,032	190	1	
e. Brass and bronze were not else- where classified.....	196	86	8,828	8,490	8,248	336	2	
Auburn.....	2		338	321	338	17		
Buffalo.....	10	11	493	481	475	12		
Hastings-on-Hudson.....	1		410	410	410			
New York City.....	157	67	6,033	5,748	5,514	283	2	
Rome.....	5		1,122	1,106	1,122	16		
f. Sheet metal work.....	497	193	17,847	17,086	16,042	756	9	
Buffalo.....	51	30	2,118	2,000	1,907	118		
Jamestown.....	1		907	885	870	22		
New York City.....	339	127	10,888	10,483	9,793	403	9	
Rochester.....	36	8	1,334	1,225	1,253	106		
g. Metal goods not elsewhere classi- fied.....	314	165	9,371	9,013	8,359	358	7	
Massena.....	1		692	677	692	15		
New York City.....	244	129	5,705	5,462	5,028	243	7	
Niagara Falls.....	5	2	1,138	1,115	920	23		
3. IRON AND STEEL PRODUCTS.....	2,202	1,050	126,447	120,185	115,706	6,221	48	
a. Ore crushing, etc. ( <i>New York City</i> )	4		308	287	288	21		
b. Pig iron.....	19	8	2,604	2,550	2,400	54		
Buffalo.....	7	5	1,104	1,081	1,005	23		
North Tonawanda.....	1	3	446	440	381	6		
Tonawanda.....	1		477	465	457	12		
c. Rolling mills and steel works.....	80	37	16,130	15,354	13,653	778	3	
Cortland.....	2	2	1,522	1,504	1,442	18		
Lackawanna.....	1		6,361	5,861	4,620	500		
New York City.....	34	21	1,771	1,695	1,600	76	3	
Syracuse.....	5	1	1,789	1,712	1,789	77		
Troy.....	2		1,214	1,203	1,214	11		
d. Bridges and structural iron.....	77	22	4,514	4,053	4,040	460	2	
Buffalo.....	5	4	690	578	660	34		
Elmira Heights.....	1		513	500	473	13		
New York City.....	58	11	2,973	2,650	2,640	323	2	
g. Hardware not elsewhere classified.....	133	58	6,114	5,719	5,843	395	1	
New York City.....	62	20	1,288	1,146	1,134	142	1	
North Tonawanda.....	1	5	821	783	783	28		
Port Chester.....	1		965	877	965	38		
Sherrill.....	1		372	369	372	13		
Syracuse.....	4	6	786	751	786	36		
h. Cutlery.....	57	35	3,395	3,322	3,290	73		
Camillus.....	1		287	282	287	5		
Ellenville.....	1		277	274	277	3		
Franklinville.....	1		215	210	215	6		
Little Valley.....	4		265	273	223	12		
New York City.....	23	19	417	399	393	18		
Perry.....	1		350	340	345	10		
Walden.....	3	2	1,043	1,034	1,043	9		
i. Tools and dies.....	162	104	3,313	3,129	2,937	184		
Buffalo.....	11	8	396	304	332	82		
New York City.....	103	67	1,308	1,235	1,072	23		

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## CONVEYANCES — Continued.

4,182	431	2,223	1,528	3,965	94	33	89	1	653	2,702	827		
3,842	349	1,965	1,528	3,645	84	33	79	1	641	2,490	711		
7,912	898	3,416	3,598	6,937	111	24	827	13	121	3,874	3,917		
321	6		315	289	4		27		1		320		
463	54	161	248	338	16	1	107	1	2	63	398		
410			416	408			2			410			
5,231	787	2,723	1,781	4,584	81	19	541	6	104	3,128	1,999		
1,108	14	248	844	1,040		1	65		1	14	1,091		
15,286	2,142	5,283	7,861	12,736	632	113	1,786	19	2,495	5,863	6,928		
1,789	196	558	1,065	1,443	188	17	145	2	154	107	1,528		
848			848	798	40	10			10	838			
9,390	1,438	3,329	4,633	7,699	351	81	1,273	16	1,917	4,559	2,914		
1,147	190	422	655	1,063	15	2	67		252	138	757		
8,001	1,473	3,852	2,676	6,568	224	66	1,097	46	337	3,443	3,836	385	1
677			677	677							677		
4,785	1,159	2,557	1,069	3,772	174	50	753	36	297	2,423	1,765	300	1
897	1	322	574	848	14		35		2	55	755	85	
109,485	9,211	39,767	60,507	103,961	1,854	252	3,327	71	5,762	42,517	51,765	9,441	
267		267		221		1	45		1		179	87	
2,346	28	591	1,727	2,341	4	1				18	191	2,137	
982	6	50	927	982							55	927	
375			375	375								375	
425			425	425								425	
12,875	255	2,599	10,021	12,614	103	5	152	1	703	1,534	5,636	5,002	
1,424			1,424	1,342			33				1,424		
4,020			4,020	3,970	50						50	3,970	
1,524	178	348	500	1,507	14	1	2		698	569	257		
1,712	11	90	1,611	1,685	25	1	1		650	1,062	1,062		
1,203	3		1,200	1,203							1,203		
3,580	365	1,563	1,652	3,537	37	6			1,102	1,340	1,138		
578		164	412	550	22	4				164	408		
480			480	480							480		
2,217	305	1,132	780	2,203	12	2			1,094	1,047	76		
5,448	429	2,101	2,918	4,629	285	40	493	1	584	1,793	3,071		
992	239	756		855	22	5	140		107	547	338		
755			755	455	180		90				755		
877			877	790			86	1	1		876		
359			359	300	27	2	30			357			
751	4	29	718	632	13		106		359	4	358		
3,217	162	1,016	2,039	2,618	80	53	445	21	118	346	2,753		
282			282	248	6	6	20	2			282		
274			274	285	8	15	25	1	16		258		
210			210	163	6	2	40		2		208		
211		211		194			17			101	110		
375	90	285		250	6		117	2	51	242	38		
335			335	235	8	6	35	1	7		328		
1,034		96	938	839	32	20	129	14	34		1,000		
2,753	705	2,048		2,606	73	17	57		222	1,204	1,327		
240	66	174		201	14	1	24		1	157	83		
1,049	466	593		1,011	23	8	7		206	643	200		

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. (Only the more important centers of each industry are specified.)	Places in- spect- ed.	Num- ber of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
II. METALS, MACHINES AND								
3. IRON AND STEEL PRODUCTS—Concluded.								
k. Fire arms.	7	6	1,957	1,835	1,872	92		
Fulton	1	4	234	222	185	12		
Ilion	1		1,072	1,021	1,072	51		
Utica	1		307	290	307	17		
m. Metal furniture.	56	13	5,124	4,827	4,702	296		
Buffalo	6	2	524	475	459	48		
Jamestown	4		1,361	1,232	1,361	129		
New York City	34	9	1,282	1,209	1,280	73		
Rome	1		576	560	566	16		
Utica	2		285	269	285	16		
n. Wire work not elsewhere classi- fied.	145	84	3,001	2,904	2,798	97		
Buffalo	11	11	297	269	291	28		
New York City	119	64	2,311	2,265	2,114	45		
Rome	1		200	186	200	14		
p. Car wheels and railway equipment	27	2	7,134	6,848	7,029	284		
Buffalo	6	2	563	539	601	24		
Depew	2		2,380	2,303	2,337	75		
Gates	1		666	631	666	35		
Watertown	2		1,620	1,600	1,620	20		
q. Architectural and ornamental iron work.	187	75	4,570	4,328	3,890	242		
Cold Spring	1		435	395	351	40		
New York City	166	62	3,542	3,375	3,058	167		
r. Cooking and heating apparatus.	110	36	11,720	11,174	11,046	546	7	
Albany	4		827	794	827	33		
Buffalo	14	13	3,280	3,121	3,198	139		
Eastwood	1		642	634	642	8		
New York City	60	12	2,059	1,902	1,913	157	7	
Utica	6		662	642	665	26		
s. Typewriting and registering ma- chines	56	9	5,952	5,630	5,335	291	1	
Iton	1		2,251	2,218	2,251	35		
New York City	43	6	1,632	1,537	1,449	164	1	
Syracuse	3		1,774	1,722	1,241	62		
t. Stationary engines, boilers, etc.	174	84	10,681	10,048	9,749	632	3	
Buffalo	24	16	2,251	2,076	2,045	175		
New York City	66	12	2,770	2,595	2,329	171	5	
Oswego	7	6	766	721	731	35		
Seneca Falls	3		1,167	1,125	1,135	42		
u. Machinery not elsewhere classi- fied.	742	392	26,080	24,731	23,534	1,348	31	
Buffalo	49	30	2,091	1,942	1,960	142		
New York City	378	185	12,178	11,521	10,225	597	31	
Rochester	46	18	2,386	2,252	2,339	142		
Syracuse	20	32	1,982	1,829	1,996	97		
v. Castings (iron foundry products).	167	85	13,850	13,416	13,300	428		
Buffalo	16	15	3,022	2,936	2,923	120		
Colonie	2		864	860	864	14		
New York City	46	13	2,743	2,676	2,472	67		
Syracuse	7	7	969	939	926	20		

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## CONVEYANCES — Continued.

1,780	3	48	1,311	1,718	28		34			68	1,712			
173		173		170	3						173			
1,021			1,021	989	5		27				1,021			
290			290	267	16		7				290			
4,405	212	1,099	3,095	4,143	122	7	130	4	70	549	3,787			
427	17	176	227	342	28		49	1	10		410			
1,232	12	65	1,155	1,164	68						407			
1,807	151	537	1,119	1,732	19	4	52		44	124	1,639			
350			350	350							350			
269		26	244	258	3	2	6				269			
2,701	766	1,471	464	2,090	72	24	499	16	140	1,520	1,041			
263	31	232		173	23	8	57	2	14	58	191			
2,068	666	938	464	1,640	47	16	358	8	123	1,362	583			
186		186		186			56	4		4	182			
6,745	23	1,260	5,462	6,678	58	3	6		3	1,171	3,397	2,174		
477		477		467	10						477			
2,862		48	2,214	2,219	41	2			2		86	2,174		
631			631	631						631				
1,600			1,600	1,600							1,600			
3,648	927	1,907	814	3,618	15	13	2		826	2,559	222	41		
311			311	306	4	2			2	309				
2,891	848	1,640	503	2,872	9	8	2		719	2,062	146			
10,500	349	2,486	7,665	10,302	120	14	64		493	3,104	6,903			
794	4	56	734	734	10		50			106	688			
3,062	39	313	2,707	2,980	74	6			11	1,018	2,030			
634			634	634							634			
1,756	197	831	728	1,732	13	3	8		552	632	772			
639	7	132	500	636	2	1			1		638			
5,044	244	1,480	3,320	4,306	83	8	646	1	475	2,113	2,456			
2,218		2,218	1,792		42	6	378	1	6		2,212			
1,232	207	1,078	1,157		31	3	94		458	833				
1,189		87	1,102	1,081	1		167			1,189				
9,117	756	4,508	3,853	8,998	61	13	45		29	3,863	5,225			
1,870	66	1,000	805	1,843	24	3			2	437	1,411			
2,158	246	1,397	616	2,144	8	6			1	1,661	479			
696	18	339	339	692	3	1				85	611			
1,093		177	916	1,038	3		45		2		1,091			
22,186	3,580	8,597	10,009	20,919	618	23	599	27	851	16,016	5,319			
1,818	247	1,042	682	1,735	76	4	3		4	294	1,580			
9,628	1,945	2,179	5,504	8,633	497	15	458	25	688	8,590	370			
2,191	183	981	1,027	2,187	4					2,187				
1,839	71	768	1,050	1,876	13				50	1,144	695			
12,872	407	6,308	6,157	12,643	95	24	110		145	5,319	7,408			
2,872	23	922	1,928	2,784	23	3	63		2		2,871			
850		150	700	850							850			
2,405	98	1,679	628	2,368	25	6	7		86	2,123	196			
806		305	801	878	10	10	8		10	140	766			

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places inspected.	Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There-of 14-16 years of age.
II. METALS, MACHINES AND								
4. ELECTRICAL APPARATUS.....	236		87	27,429	23,890	26,913	3,539	2
a. Telegraph, telephone and fire-alarm apparatus.....	45		18	2,109	1,977	2,042	13	1
<i>New York City</i> .....	32		13	828	778	775	56	
<i>Rochester</i> .....	3		1	856	815	866	41	
b. Incandescent lights ( <i>New York City</i> ).....	7		1	270	228	270	42	
c. Dynamos, motors and electrical supplies.....	184		68	25,050	21,685	24,601	3,365	1
<i>New York City</i> .....	153		48	7,630	6,164	7,267	1,466	1
<i>Schenectady</i> .....	3			16,725	14,006	15,725	1,719	
5. VEHICLES.....	973		487	57,859	55,103	53,905	2,740	5
a. Carriages, wagons and sleighs.....	500		333	8,668	8,394	7,815	274	1
<i>Buffalo</i> .....	32		24	593	566	547	27	
<i>New York City</i> .....	298		188	4,437	4,306	3,822	131	1
<i>Rochester</i> .....	16		8	636	608	597	27	
b. Blacksmithing and wheelwrighting.....	20		11	686	660	537	26	
c. Cycles.....	20		18	350	342	344	8	
d. Motor vehicles.....	295		125	15,069	13,847	13,555	1,207	
<i>Buffalo</i> .....	34		31	4,691	4,263	4,558	427	
<i>New York City</i> .....	134		34	3,374	3,137	3,027	237	
<i>North Tarrytown</i> .....	1			1,200	1,146	1,087	54	
<i>Syracuse</i> .....	7		6	1,878	1,665	1,876	313	
<i>Tarrytown</i> .....	2			906	843	719	63	
e. Cars.....	6			3,124	3,038	3,124	86	
<i>Buffalo</i> .....	2			1,886	1,841	1,886	45	
<i>East Rochester</i> .....	1			880	860	880	30	
<i>New Windsor</i> .....	1			202	194	202	8	
f. Locomotives.....	2			8,148	7,702	8,148	446	
<i>Dunkirk</i> .....	1			3,600	3,450	3,600	150	
<i>Schenectady</i> .....	1			4,548	4,252	4,548	296	
g. Railway repair shops.....	130			21,814	21,120	20,382	693	4
<i>Buffalo</i> .....	11			3,937	3,830	3,608	107	
<i>Depeu</i> .....	2			1,133	1,094	1,044	38	
<i>New York City</i> .....	53			5,038	4,863	4,731	183	4
<i>Olean</i> .....	2			1,067	1,017	964	50	
6. BOAT AND SHIP BUILDING.....	106		37	7,779	7,659	5,762	118	2
<i>Buffalo</i> .....	4		1	1,110	1,100	530	16	
<i>New York City</i> .....	54		11	5,232	5,139	4,233	51	2
7. AGRICULTURAL IMPLEMENTS.....	91		43	10,512	9,833	9,491	677	
<i>Auburn</i> .....	4			2,178	2,032	2,178	146	
<i>Batavia</i> .....	2			1,330	1,287	1,014	45	
<i>Buffalo</i> .....	8		6	1,163	1,046	935	11	
<i>Hoosick Falls</i> .....	1			1,416	1,355	1,193	61	
<i>Poughkeepsie</i> .....	3			906	847	909	62	
<i>Syracuse</i> .....	31		8	731	647	731	84	

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## CONVEYANCES—Continued.

23,374	992	4,290	18,092	19,818	557	90	2,905	4	2,142	19,653	1,371	208	.....
1,910	198	903	809	1,623	79	16	192	.....	98	1,598	214	.....	.....
725	169	556	.....	650	33	12	30	.....	82	615	28	.....	.....
815	6	.....	809	645	35	.....	135	.....	815	.....	.....	.....	.....
228	37	191	.....	170	6	.....	52	.....	228	.....	.....	.....	.....
21,236	757	3,196	17,283	18,025	472	74	2,661	4	2,044	17,827	1,157	208	.....
5,801	564	2,030	3,207	4,642	210	35	911	3	526	4,920	355	.....	.....
14,096	10	125	13,871	12,155	219	38	1,695	1	1,451	12,429	10	116	.....
51,165	4,108	11,019	36,038	50,614	382	23	143	3	2,424	28,134	19,428	1,179	.....
7,541	2,328	3,303	1,910	7,398	47	12	83	1	1,337	3,233	2,971	.....	.....
4,131	136	181	203	458	15	7	39	1	8	68	444	.....	.....
3,691	1,367	1,632	792	3,655	20	4	12	.....	1,299	2,191	201	.....	.....
570	92	70	408	568	2	.....	.....	.....	566	4	.....	.....	.....
511	75	436	.....	503	8	.....	.....	.....	15	58	438	.....	.....
336	43	293	.....	314	20	1	.....	1	6	20	310	.....	.....
12,348	1,301	1,936	9,111	12,176	139	9	23	1	939	7,594	3,570	245	.....
4,131	156	250	3,726	4,033	83	4	10	1	7	3,183	941	.....	.....
2,797	689	872	1,329	2,772	10	4	.....	.....	912	1,805	57	16	.....
1,033	.....	1,033	896	.....	25	.....	9	.....	.....	1,033	.....	.....	.....
1,561	15	198	1,350	1,563	.....	.....	.....	.....	12	1,551	.....	.....	.....
656	6	.....	650	656	.....	.....	.....	.....	6	650	.....	.....	.....
3,078	.....	347	2,691	2,983	30	.....	25	.....	.....	2,623	415	.....	.....
1,844	.....	.....	1,841	1,790	26	.....	25	.....	.....	1,501	340	.....	.....
850	.....	.....	850	850	.....	.....	.....	.....	.....	850	.....	.....	.....
194	.....	194	.....	190	4	.....	.....	.....	.....	194	.....	.....	.....
7,70	.....	.....	7,702	7,688	14	.....	.....	.....	105	7,581	.....	16	.....
3,452	.....	.....	3,450	3,450	.....	.....	.....	.....	.....	3,450	.....	.....	.....
4,252	.....	.....	4,252	4,238	14	.....	.....	.....	105	4,131	.....	16	.....
19,689	381	4,704	14,624	19,552	124	1	12	.....	22	7,025	11,724	918	.....
3,501	.....	518	2,985	3,466	33	1	1	.....	1	1,313	2,187	.....	.....
1,096	.....	.....	1,006	968	3	.....	.....	.....	.....	615	391	.....	.....
4,546	120	1,117	3,309	4,532	3	.....	11	.....	11	1,851	2,171	513	.....
914	16	.....	898	914	.....	.....	.....	.....	.....	914	.....	.....	.....
5,644	513	1,553	3,573	5,596	37	6	5	.....	2,650	2,558	436	.....	.....
520	1	78	443	519	.....	1	.....	.....	.....	520	.....	.....	.....
4,192	195	1,099	2,898	4,158	24	5	5	.....	2,642	1,539	11	.....	.....
8,814	280	2,831	5,703	8,619	115	14	66	.....	24	1,831	6,101	858	.....
2,032	8	264	1,760	1,977	44	.....	11	.....	.....	2,032	.....	.....	.....
571	.....	75	896	915	18	5	33	.....	6	33	75	858	.....
818	12	140	696	735	30	.....	3	.....	3	3	812	.....	.....
1,132	.....	1,132	1,132	.....	.....	.....	.....	.....	.....	1,132	.....	.....	.....
847	.....	40	807	843	2	2	.....	.....	2	807	38	.....	.....
647	.....	205	442	637	10	.....	.....	.....	472	175	.....	.....	.....

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Num- ber of estab- lish- ments with no em- ployees.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
II. METALS, MACHINES AND								
8. INSTRUMENTS AND APPLIANCES.....	305		126	17,376	16,304	16,855	1,071	7
a. Professional and scientific instru- ments.....	76		39	2,729	2,564	2,653	165	4
<i>New York City</i> .....	54		24	1,646	1,573	1,580	73	4
<i>Rochester</i> .....	7		3	678	611	678	67	
<i>Troy</i> .....	4		2	253	236	243	17	
b. Optical and photographic appa- ratus.....	95		40	5,813	5,446	5,676	367	2
<i>Genesee</i> .....	5			536	514	536	22	
<i>New York City</i> .....	67		37	448	412	406	36	2
<i>Rochester</i> .....	12			4,678	4,381	4,589	297	
c. Lamps, reflectors, stereopticons, etc. .....	51		23	3,809	3,502	3,705	306	
<i>New York City</i> .....	42		20	1,674	1,607	1,589	66	
<i>Rochester</i> .....	7			1,662	1,438	1,644	224	
<i>Syracuse</i> .....	1			337	330	337	7	
d. Clocks and time recorders.....	24		14	1,791	1,740	1,760	51	
<i>Endicott</i> .....	1			329	313	329	16	
<i>New York City</i> .....	20		12	1,336	1,306	1,319	30	
e. Scales, meters, phonographs, etc. .....	56		10	3,234	3,052	3,061	182	1
<i>Albany</i> .....	1			222	275	222	7	
<i>Binghamton</i> .....	2			224	244	224	40	
<i>New Rochelle</i> .....	3			232	218	232	14	
<i>New York City</i> .....	36		7	2,021	1,936	1,889	85	1
9. SORTING OLD METALS.....	4		5	61	61	51		
Total — Group II.....	5,908		2,983	308,355	291,242	284,075	17,040	91
III. WOOD								
1. SAW MILL PRODUCTS.....	100		36	1,004	996	915	8	
<i>New York City</i> .....	24		6	205	202	176	3	
2. PLANING MILL PRODUCTS.....	979	2	462	25,443	24,500	22,873	923	1
a. House trim.....	733	2	323	18,341	17,586	16,273	744	1
<i>Buffalo</i> .....	28		20	1,804	1,774	1,733	130	
<i>New York City</i> .....	216	2	61	6,768	6,544	6,791	223	1
<i>Rochester</i> .....	23		8	1,330	1,277	1,106	41	
b. Packing boxes, crates, etc.....	155		72	4,605	4,470	4,210	126	
<i>Buffalo</i> .....	4		2	226	274	226	12	
<i>New York City</i> .....	61		21	1,625	1,578	1,549	47	
<i>North Tonawanda</i> .....	4		2	234	227	191	7	
<i>Rochester</i> .....	4			225	263	229	21	
c. Cigar and fancy wood boxes.....	91		67	2,497	2,444	2,390	53	
<i>New York City</i> .....	68		43	2,104	2,066	2,004	48	
3. COOPERAGE.....	96		35	2,109	2,097	1,911	12	
<i>New York City</i> .....	42		15	1,367	1,360	1,291	7	
4. WOOD, TURNED AND CARVED.....	428		292	6,953	6,752	6,261	201	
a. Canes, umbrellas, sticks, etc.....	41		34	550	539	501	11	
<i>New York City</i> .....	40		33	548	537	499	11	



# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## CONVEYANCES—Concluded.

15,784	1,410	4,272	10,102	12,836	766	81	2,076	25	332	11,279	4,173	.....	
2,488	342	778	1,368	1,978	101	19	370	20	71	2,618	399		
1,507	245	659	803	1,197	84	5	215	6	48	1,362	97		
611	20	51	560	481	16	8	92	14	20	591			
226	21	.....	206	226							226		
5,309	412	1,073	3,824	3,828	303	32	1,141	5	112	4,652	545		
514	9	99	406	273	10	.....	231				514		
370	314	66	.....	346	11	.....	14		76	237	7		
4,292	27	847	3,418	3,082	280	30	886	6	36	4,267			
3,399	333	621	2,445	3,084	128	25	162	.....	45	2,258	1,096		
1,523	297	358	868	1,323	76	13	111	.....	37	1,227	259		
1,420	20	163	1,247	1,371	41	8	.....	.....	8	1,022	390		
336	.....	.....	330	266	9	4	51	.....	.....	4	336		
1,709	77	251	1,381	1,251	169	3	286	.....	37	223	1,449		
313	.....	.....	313	307	.....	.....	6	.....	.....	6	307		
1,286	77	144	1,068	841	167	1	280	.....	36	177	1,077		
2,879	246	1,549	1,084	2,695	65	2	117	.....	67	2,128	684		
276	.....	.....	276	236	.....	.....	40	.....	40	236			
244	.....	244	.....	244	.....	.....	.....	.....	.....	106	139		
216	33	185	.....	174	10	.....	34	.....	.....	218			
1,804	127	868	809	1,781	48	2	33	.....	27	1,436	341		
51	6	45	.....	51	.....	.....	.....	.....	.....		51		
267,035	25,591	85,342	150,102	216,947	5,117	812	13,939	220	19,803	131,711	103,425	12,096	2

## MANUFACTURES.

907	534	673		896	9	2			12	59	836	
173	106	37		172	1				8	45	120	
21,950	4,639	14,124	3,187	19,951	540	119	1,275	65	3,714	4,913	13,323	4
15,529	3,499	9,413	2,617	15,162	298	45	24		3,492	3,634	8,403	2
1,603	59	799	745	1,491	97	15			36	299	1,868	
6,568	1,109	3,349	1,110	6,450	109	9			1,587	1,356	2,645	
1,065	117	948		1,065	7	3			392	653	20	
4,084	696	3,388		3,477	199	41	358	9	79	738	3,267	
257	7	250		230	19	8			8		249	
1,502	267	1,235		1,449	48	7			23	364	1,115	
184		184		150	24	10			10		174	
268		268		235	7	1	26		1	180	147	
2,337	444	1,323	570	1,312	43	33	893	56	143	541	1,653	2
1,966	318	1,068	570	1,202	28	27	653	46	119	464	1,373	2
1,899	453	728	718	1,748	143	2	6		138	1,260	501	
1,284	228	338	718	1,168	125	1			14	1,076	194	
6,000	2,102	3,462	436	5,256	152	58	517	17	466	1,927	3,607	
490	212	278		479	4	6	1		4	181	305	
488	210	278		477	4	6	1		4	181	303	

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
III. WOOD MANUFACTURE								
4. WOOD, TURNED AND CARVED— <i>Concl'd.</i>								
c. Wooden toys and novelties	106		60	1,557	1,516	1,408	41	
<i>Falconer</i>	1			218	208	218	10	
<i>New York City</i>	62		32	449	444	381	5	
e. Other articles and appliances of wood	281		198	4,846	4,697	4,292	149	
<i>Buffalo</i>	15		12	516	498	482	18	
<i>New York City</i>	146		109	1,984	1,927	1,685	57	
<i>Rochester</i>	17		14	247	238	237	9	
5. FURNITURE AND CABINET WORK	1,037		452	30,199	29,221	27,125	976	1
a. Furniture and upholstery	562		247	18,600	18,053	16,825	547	
<i>Buffalo</i>	38		27	1,505	1,467	1,332	48	
<i>Jamestown</i>	38		9	2,404	2,302	2,303	108	
<i>New York City</i>	321		127	7,101	6,899	6,003	202	
<i>Rochester</i>	81		8	1,418	1,372	1,333	40	
b. Caskets	24		11	1,309	1,274	1,208	35	
<i>New York City</i>	6		2	615	595	526	17	
<i>Oneida</i>	1			262	262	262		
c. Store, office and kitchen fixtures	154		63	5,544	5,255	5,081	287	1
<i>Buffalo</i>	12		6	974	932	848	40	
<i>Herkimer</i>	2			822	812	781	10	1
<i>New York City</i>	122		63	2,244	2,175	1,980	69	
<i>Rochester</i>	6		1	785	653	785	132	
d. Mirror and picture frames	406		46	1,489	1,442	1,268	47	
<i>New York City</i>	37		34	1,203	1,160	1,063	43	
<i>Rochester</i>	6		2	253	250	163	4	
e. Other cabinet work	191		85	3,257	3,197	2,743	60	
<i>New York City</i>	166		66	2,530	2,512	2,086	38	
6. PIANOS, ORGANS, ETC.	184		63	13,584	13,201	12,848	376	
<i>East Rochester</i>	1			822	813	824	11	
<i>New York City</i>	136		38	9,960	9,659	9,409	300	
7. BROOMS, CORK, ETC.	173		61	5,074	4,975	4,610	99	
a. Pulp and fibre goods	9		2	452	431	437	21	
<i>Lockport</i>	1			242	234	249	8	
b. Mats and woven goods	26		12	534	517	464	17	
<i>New York City</i>	23		11	475	388	361	16	
c. Brooms	32		18	981	954	901	27	
<i>Amsterdam</i>	4			573	562	536	11	
d. Articles of cork	32		11	1,110	1,098	1,001	12	
<i>New York City</i>	31		11	1,087	1,077	978	10	
e. Pipes (tobacco)	26		18	1,766	1,752	1,666	14	
<i>New York City</i>	23		15	1,644	1,630	1,578	14	
f. Fireproofing lumber	8			231	223	141	8	
<i>New York City</i>	7			220	215	130	5	
Total — Group III.	2,954	2	1,401	84,366	81,742	76,483	2,597	2

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910.

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Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	
	1-19.	20-199.	200 +.	Men (13 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).				

TURES—Concluded.

1,367	532	627	208	1,000	41	16	295	15	155	336	876		
208			208	114	8	6	71	9	15		193		
376	318	58		386	12	1	36	1	83	268	25		
4,143	1,358	2,557	228	3,777	107	36	221	2	307	1,410	2,426		
464	87	149	228	396	31	6	32		6	72	386		
1,628	677	951		1,462	23	11	131	1	275	952	401		
228	72	156		222	3	2	1		2	215	11		
26,149	4,309	17,854	3,986	24,221	501	147	1,262	18	3,641	5,883	16,480	145	1
16,278	2,074	12,349	1,855	15,001	305	98	860	11	1,715	2,933	11,485	145	
1,291	107	925	259	1,076	120	44	47	5	48	108	1,135		
2,801	98	1,828	276	2,166	12	13	10		13	295	1,893		
5,801	1,283	4,618		5,167	34	17	575	8	1,096	1,960	2,756		
1,293	63	677	553	1,253	18	4	18		4	55	1,234		
1,173	84	827	262	958	9	4	199	3	393	279	501		1
609	16	493		421	2	2	81	3	184	268	117		1
262			262	187	3		72		262				
4,794	727	2,198	1,869	4,518	143	24	108	1	695	1,532	2,567		
808	26	418	365	713	73	22			22	50	738		
771		184	687	763	18						771		
1,911	662	934	325	1,864	32	2	12	1	669	652	690		
653	25	36	692	552	9		92			653			
1,221	493	728		1,126	15	12	68		71	354	796		
1,010	432	578		932	12	6	60		59	320	631		
164	14	150		153	1	2	8		2	7	156		
2,683	931	1,752		2,618	29	9	27		767	785	1,131		
2,047	831	1,216		2,027	8	4	8		743	641	663		
12,470	580	6,328	5,562	11,590	277	186	406	11	533	9,457	2,480		
813			813	800	4		9			813			
9,109	403	4,967	3,749	8,690	208	171	135	5	496	8,228	335		
4,511	551	2,540	1,420	3,326	201	36	929	19	149	2,135	1,980	247	
416	27	155	234	401	13	2			1	20	148	247	
234			234	223	9	2				2	223		
447	136	311		368	8	11	60		47	250	150		
348	106	240		299	5	10	32		46	221	79		
874	105	769		788	8	5	69	4	13	64	797		
624		524		622		2			2		622		
989	135	613	241	471	30	8	468	12	38	229	722		
968	136	592	241	463	30	6	458	11	36	211	722		
1,652	105	602	945	1,165	142	10	332	3	14	1,498	140		
1,664	90	629	945	1,106	139	9	308	3	13	1,447	104		
133	43	90		133					36	74	23		
125	35	90		125					36	74	16		
73,886	13,168	45,409	16,309	66,988	1,823	550	4,395	130	8,653	25,634	39,207	392	5

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spected.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
IV. LEATHER AND								
1. LEATHER.....	106		20	6,797	6,632	6,286	165	1
Ballston Spa.....	1			432	429	432	3	
Buffalo.....	8		5	644	609	619	36	
Endicott.....	1			594	553	594	61	1
Gloversville.....	21			1,267	1,255	1,098	12	
Johnstown.....	20			813	809	748	4	
New York City.....	28		10	684	672	645	12	
Olean.....	4			360	352	359	8	
2. FURS AND FUR GOODS.....	865		514	12,224	12,000	9,260	223	
New York City.....	830		497	11,689	11,445	8,714	183	
3. LEATHER AND CANVAS GOODS.....	1,141		541	43,131	41,699	40,186	1,401	6
a. Belting, washers, etc.....	31		12	759	690	671	68	
Glen Cove.....	1			350	320	279	29	
New York City.....	14		4	228	208	215	20	
b. Saddlery and harness.....	167		99	1,474	1,419	1,336	55	1
Buffalo.....	19		9	302	295	289	7	
New York City.....	96		62	669	647	598	22	1
c. Traveling bags and trunks.....	114		60	2,285	2,218	2,131	67	2
New York City.....	103		65	1,833	1,786	1,682	47	2
Rochester.....	4			230	217	230	13	
d. Boots and shoes.....	236		110	23,393	22,582	22,291	811	2
Auburn.....	2		1	1,351	1,231	1,347	120	
Binghamton.....	2			1,406	1,387	854	19	1
Leeds-shire.....	1			1,317	1,288	1,317	29	
New York City.....	134		53	8,689	8,406	8,252	283	1
Rochester.....	50		16	7,143	6,903	7,108	240	
e. Gloves and mittens.....	172		26	6,574	6,444	6,468	130	
Gloversville.....	73			3,879	3,807	3,828	72	
Johnstown.....	41		2	1,400	1,367	1,383	33	
f. Fancy leather goods.....	293		163	7,031	6,826	6,132	225	1
New York City.....	276		156	6,592	6,403	5,716	187	1
g. Canvas and sporting goods.....	128		62	1,565	1,520	1,157	45	
New York City.....	89		40	1,091	1,080	786	31	
4. RUBBER AND GUTTA PERCHA GOODS.....	138		63	4,892	4,730	4,568	162	
Buffalo.....	12		7	513	498	473	15	
Matteawan.....	1			358	351	358	7	
New York City.....	107		48	3,267	3,164	3,084	109	
Tuckahoe.....	2			500	470	466	37	
5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.....	404		228	12,075	11,750	10,853	322	1
a. Pearl buttons, handles, etc.....	49		30	2,549	2,503	2,405	46	1
Amsterdam.....	1			444	434	444	10	
New York City.....	46		30	1,908	1,877	1,763	32	1
b. Articles of horn, bone, tortoise shell, etc.....	57		27	4,036	3,907	3,694	129	
Auburn.....	1			300	290	300	10	
New York City.....	44		22	1,159	1,125	994	34	
Rochester.....	4			1,485	1,361	1,425	64	
Tonawanda.....	1		2	402	400	354	2	

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
RUBBER GOODS.													
6,121	301	4,213	1,607	5,764	39	18	300	18	544	5,559			
429			429	399			30			429			
534	30	152	408	497	14	14	69	14	148	422			
533			533	521	6		7			533			
1,086	69	1,017		1,069	6		12			1,086			
744	63	681		713			31			744			
633	104	529		633		1	69	1	339	293			
351	351			347	3	1		1	67	393			
9,037	4,309	4,094	634	6,383	41	7	2,568	38	204	7,100	1,733		
8,531	4,115	3,789	634	6,102	39	6	2,346	38	193	6,792	1,546		
38,785	5,452	16,290	17,043	24,496	987	417	12,510	375	1,749	17,042	19,984	10	7
603	174	179	250	540	23	5	34	1	41	448	114		
250			250	247	3					250			
196	72	123		182			13		36	160			
1,281	626	655		1,139	12		130		102	501	678		
228	85	197		241	6		36		48	239			
874	337	237		512	6		66		86	399	89		
2,064	601	1,463		1,909	28	3	119	5	12	896	1,156		
1,636	567	1,068		1,552	9	1	72	1	6	578	1,051		
817	24	193		196	3		18			212	6		
21,480	975	6,492	14,013	12,957	739	300	7,246	238	1,043	12,077	8,350	10	
1,227	6		1,222	661	120	12	428	8	20	1,277			
535		26	809	417	51	7	351	9	16		819		
1,288			1,288	984	10	4	350		4		1,284		
7,969	680	3,170	4,173	5,556	147	32	2,191	43	480	6,093	1,410	6	
6,863	179	2,001	4,688	3,786	235	161	2,633	123	249	4,981	1,638		
6,333	850	3,456	2,032	3,304	78	57	2,834	65	281	152	5,905		2
3,766	344	1,601	1,811	1,967	62	44	1,662	41	83		3,673		2
1,360	199	937	221	781	18	12	622	17	29		1,381		
5,907	1,622	3,537	748	3,979	101	51	1,728	48	215	2,452	3,240		4
6,629	1,528	3,253	748	3,801	89	37	1,663	39	187	2,367	2,975		
1,112	604	508		668	6	1	419	18	55	516	541		1
765	409	346		463	4	1	281	16	47	434	274		1
4,406	600	1,482	2,324	3,073	112	35	1,152	34	340	2,331	1,735		
458	66	152	250	480	6	10	22		1	16	441		
351			351	268	16		70				351		
2,921	469	1,095	1,367	1,941	87	21	840	32	334	1,222	765		
436		70	366	263	3	2	167	2	4	362	70		
10,531	1,994	5,813	2,724	5,885	230	67	4,102	247	796	5,556	4,179		8
2,359	246	1,174	939	1,356	47	18	828	110	198	563	1,598		
434			434	274	6		138	17	17		417		
1,733	246	982	608	974	42	16	612	90	176	663	996		
3,565	212	1,568	1,785	1,968	101	23	1,416	57	105	2,058	1,402		
290			290	68	6		212	4		220			
960	187	763		722	26	7	191	16	61	323	686		
1,361		198	1,163	641	27	6	661	26	32	1,322			
332			332	226	20		36				332		

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places inspected.	Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There-of 14-16 years of age
IV. LEATHER AND								
5. ARTICLES OF PEARL, HORN, ETC.— <i>Concluded.</i>								
c. Brushes.....	81		41	1,949	1,894	1,630	54	
<i>New York City</i> .....	58		33	1,184	1,139	984	45	
<i>Troy</i> .....	13		6	529	524	461	4	
d. Mattresses, pillows and other articles of hair, feathers, etc.,								
<i>New York City</i> .....	217		130	3,541	3,446	3,124	93	
	189		111	3,363	3,262	2,948	89	
Total — Group IV.....	2,654		1,366	79,119	76,811	71,153	2,273	8
V. CHEMICALS, OILS,								
1. DRUGS AND CHEMICALS.....	293		77	15,095	13,317	14,267	1,772	35
a. Proprietary medicines.....	99		29	2,613	1,999	2,273	613	4
<i>Binghamton</i> .....	2			216	168	110	48	
<i>Buffalo</i> .....	13		1	527	427	484	100	
<i>New York City</i> .....	64		23	1,539	1,141	1,380	397	4
b. Sodas and other alkalies.....	41		15	4,608	4,105	4,473	501	1
<i>New York City</i> .....	22		7	600	569	533	31	
<i>Niagara Falls</i> .....	6		3	986	937	923	49	
<i>Solvay</i> .....	1		4	2,590	2,187	2,690	403	1
<i>Syracuse</i> .....	1			256	249	266	7	
d. Other chemicals and drugs.....	153		33	7,874	7,213	7,521	658	30
<i>Buffalo</i> .....	9		2	447	428	397	21	
<i>Greece</i> .....	1			2,271	2,171	2,271	100	
<i>New York City</i> .....	107		24	3,163	2,767	2,828	396	30
<i>Niagara Falls</i> .....	7		1	985	945	941	37	
2. PAINTS, DYES AND COLORS.....	216		44	7,480	6,910	7,007	570	7
a. Paint, varnish, etc.....	115		22	3,363	3,092	3,079	271	1
<i>Buffalo</i> .....	8		3	225	188	193	37	
<i>New York City</i> .....	97		18	2,999	2,778	2,779	221	1
b. Dyes, colors and inks.....	97		21	2,054	1,771	1,937	283	6
<i>Buffalo</i> .....	9		4	235	212	228	23	
<i>New York City</i> .....	74		15	1,498	1,281	1,408	217	6
c. Lead pencils and crayons ( <i>New York City</i> ).....	4		1	2,063	2,047	1,991	16	
3. WOOD ALCOHOL AND ESSENTIAL OILS.....	77		24	1,734	1,603	1,685	131	5
<i>Buffalo</i> .....	12		5	584	532	579	52	
<i>New York City</i> .....	40		17	706	635	664	70	5
4. ANIMAL OIL PRODUCTS.....	31		8	726	655	602	70	
<i>New York City</i> .....	18		3	223	212	119	10	
<i>Rochester</i> .....	2			304	276	304	28	
5. MINERAL OIL PRODUCTS.....	36		10	2,995	2,892	2,853	103	
<i>Buffalo</i> .....	8		1	403	376	385	27	
<i>New York City</i> .....	14		2	1,895	1,884	1,779	31	
<i>Olean</i> .....	2			255	255	279	30	
6. SOAP, PERFUMERY AND COSMETICS.....	112		39	5,217	3,761	4,983	1,441	4
<i>Buffalo</i> .....	9			2,667	1,483	2,613	1,164	
<i>New York City</i> .....	84		32	2,267	2,014	2,129	253	

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

RUBBER GOODS—*Concluded.*

1,576	328	1,248	.....	1,249	48	13	263	3	67	624	885	.....
939	238	701	.....	668	23	9	236	3	50	590	299	.....
447	51	396	.....	420	15	2	10	.....	2	25	420	.....
3,031	1,208	1,823	.....	1,312	34	13	1,595	77	426	2,311	294	.....
2,859	1,066	1,793	.....	1,253	33	12	1,492	69	417	2,196	246	.....
68,880	12,656	31,892	24,332	45,601	1,403	544	20,632	694	3,107	32,573	33,190	10

## PAINTS, ETC.

12,495	1,337	4,324	6,834	9,295	167	42	2,951	40	2,236	6,929	1,799	1,531	3
1,660	560	1,100	.....	625	21	2	992	20	932	673	55	.....	2
62	7	55	.....	38	2	.....	22	.....	18	44	.....	.....	.....
584	71	313	.....	120	.....	.....	264	.....	193	191	.....	.....	.....
983	360	633	.....	371	17	1	581	13	669	308	16	.....	.....
3,972	139	575	3,258	3,613	55	5	297	2	275	2,681	497	519	.....
602	85	217	200	380	11	3	108	.....	268	209	25	.....	.....
874	1	251	622	869	4	1	.....	.....	3	1	351	619	.....
2,187	.....	.....	2,187	2,155	32	.....	.....	.....	2,187	.....	.....	.....	.....
249	.....	.....	249	92	7	1	147	2	249	.....	.....	.....	.....
6,863	638	2,649	3,576	5,057	91	35	1,662	18	1,029	3,575	1,247	1,012	1
378	40	336	.....	362	1	1	12	.....	15	19	7	335	.....
2,171	.....	.....	2,171	1,473	25	.....	673	.....	2,171	.....	.....	.....	.....
2,532	461	1,478	693	1,789	40	32	674	17	880	787	845	20	1
904	22	70	812	879	19	.....	6	.....	6	203	97	598	.....
6,437	908	3,111	2,420	4,311	258	21	1,826	21	611	4,073	1,753	.....	.....
2,808	493	1,839	476	2,364	56	9	377	2	303	1,431	1,074	.....	.....
166	37	119	.....	125	4	1	25	1	2	100	54	.....	.....
2,558	407	1,675	476	2,145	52	8	352	1	301	1,314	943	.....	.....
1,654	412	1,242	.....	1,306	28	3	311	6	296	680	678	.....	.....
205	35	170	.....	140	5	2	57	1	10	57	133	.....	.....
1,191	300	891	.....	969	20	1	200	3	284	491	416	.....	.....
1,975	1	30	1,944	641	174	9	1,138	13	12	1,962	1	.....	.....
1,554	403	859	292	1,487	1	4	62	.....	71	151	594	738	.....
587	62	173	292	516	.....	.....	11	.....	15	17	99	397	.....
594	152	442	.....	549	1	4	40	.....	56	134	332	72	.....
532	128	150	254	445	6	8	68	5	32	325	163	12	.....
109	82	27	.....	87	1	.....	19	2	17	43	37	12	.....
276	.....	22	254	274	2	.....	.....	.....	254	22	.....	.....	.....
2,750	166	535	2,049	2,440	50	22	217	21	79	1,856	357	458	.....
358	46	.....	312	350	2	1	5	.....	4	37	25	292	.....
1,748	48	205	1,495	1,551	40	11	143	3	44	1,578	98	30	.....
249	7	.....	242	249	.....	.....	.....	.....	242	.....	.....	7	.....
3,542	544	1,149	1,849	2,201	208	24	1,101	10	737	1,211	1,594	.....	.....
1,449	53	252	1,144	854	176	3	415	1	16	539	894	.....	.....
1,876	384	787	705	1,227	28	19	595	9	700	599	577	.....	.....

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places inspected.	Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	Thereof 14-16 years of age.
V. CHEMICALS, OILS,								
7. MISCELLANEOUS CHEMICAL PRODUCTS.	78		24	3,821	3,706	3,260	115	
a. Wax figures, etc.	11		6	104	99	101	5	
b. Starch	7		2	572	553	559	19	
Oswego	1			484	478	473	12	
c. Glue, mucilage, etc.	23		5	712	698	682	14	
New York City	16		4	477	468	448	9	
d. Fertilisers.	10			1,037	995	741	42	
Buffalo	1			216	194	171	21	
Cheektowaga	2			285	269	235	16	
New York City	4			362	358	150	4	
e. Matches and explosives.	11		1	1,083	1,077	882	9	
New York City	8		1	449	446	309	3	
Oswego	1			586	581	585	4	
f. Celluloid and other plastics.	16		10	310	284	295	26	
New York City	16		10	236	215	221	21	
Total — Group V	843		226	37,068	32,844	34,657	4,202	51

VI. PAPER								
1. SORTING WASTE PAPER.	38	18	477	463	446	14		
<i>New York City</i>	36	17	447	435	416	12		
2. PAPER AND PULP.	180	30	14,593	14,313	13,304	280		
a. Pulp mills.	28		1,661	1,645	1,570	16		
<i>Cadysville</i>	1		207	206	177	2		
<i>Hinckley</i>	1		218	216	218	2		
b. Pulp and paper mills.	34	4	6,374	6,271	5,381	103		
<i>Fort Edward</i>	1		581	575	413	6		
<i>Mechanicville</i>	1		735	715	735	20		
<i>Niagara Falls</i>	2		493	482	362	11		
<i>Palmer</i>	1		655	650	405	5		
<i>South Glens Falls</i>	1		360	345	165	5		
<i>Ticonderoga</i>	2		469	445	374	14		
c. Paper mills.	118	28	6,558	6,397	6,353	161		
<i>Carthage</i>	3		354	347	342	7		
<i>Deferiet</i>	1		610	610	510			
<i>Lockport</i>	3	1	382	368	368	14		
<i>New York City</i>	10	3	646	632	623	13		
Total — Group VI.	218	48	15,070	14,776	13,750	294		

VII. PRINTING								
1. TYPE AND PRINTERS' MATERIALS.	45	25	499	466	439	33		
<i>New York City</i>	37	20	393	366	333	27		
2. PAPER GOODS.	559	242	25,746	24,379	22,218	1,264	9	
a. Paper boxes and tubes.	333	150	13,813	13,486	12,632	324		
<i>Buffalo</i>	16	8	2,078	2,021	1,980	57		
<i>New York City</i>	228	108	8,237	8,098	7,401	166		
<i>Rochester</i>	16	4	889	869	816	20		



Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

PAINTS, ETC.—*Concluded.*

3,145	297	1,339	1,479	2,475	84	10	540	36	363	787	1,995	.....	.....	
96	27	69	.....	61	1	2	32	.....	28	40	28	.....	.....	
540	39	40	461	405	26	.....	109	.....	11	3	526	.....	.....	
461	.....	.....	461	355	36	.....	100	.....	.....	.....	461	.....	.....	
668	84	299	285	544	26	.....	91	7	58	366	244	.....	.....	
439	49	105	355	345	23	.....	64	7	58	390	21	.....	.....	
699	29	458	212	697	1	1	.....	.....	146	212	341	.....	.....	
150	.....	150	.....	150	.....	.....	.....	.....	.....	.....	150	.....	.....	
299	.....	57	212	267	1	1	.....	.....	.....	212	67	.....	.....	
143	6	140	.....	148	.....	.....	.....	.....	148	.....	.....	.....	.....	
873	18	334	521	550	24	5	267	27	36	90	747	.....	.....	
309	12	294	.....	177	6	3	112	8	15	90	201	.....	.....	
521	.....	.....	521	387	18	2	155	19	21	.....	500	.....	.....	
269	100	169	.....	218	6	2	41	2	84	76	109	.....	.....	
207	100	100	.....	155	6	2	35	2	84	76	40	.....	.....	
30,455	3,781	11,497	15,177	22,654	772	131	6,765	133	4,129	15,332	8,255	2,739	3	

## AND PULP.

432	216	216	.....	280	2	.....	150	.....	18	397	17	.....	.....	
404	188	216	.....	264	2	.....	138	.....	18	369	17	.....	.....	
13,024	501	7,598	4,925	12,332	57	3	626	6	1,700	387	3,540	7,397	.....	
1,554	122	1,216	216	1,552	2	.....	.....	.....	175	344	1,035	.....	.....	
176	.....	175	.....	175	.....	.....	.....	.....	175	.....	.....	.....	.....	
216	.....	.....	216	216	.....	.....	.....	.....	.....	216	.....	.....	.....	
5,278	.....	2,052	3,226	5,160	12	.....	106	.....	771	254	575	3,678	.....	
407	.....	.....	407	407	.....	.....	.....	.....	.....	.....	407	.....	.....	
716	.....	.....	715	680	.....	.....	35	.....	.....	35	680	.....	.....	
551	.....	118	233	342	1	.....	8	.....	112	9	230	.....	.....	
400	.....	.....	400	400	.....	.....	.....	.....	.....	.....	400	.....	.....	
160	.....	160	.....	160	.....	.....	.....	.....	.....	.....	160	.....	.....	
380	.....	140	220	354	.....	.....	6	.....	140	.....	6	214	.....	
6,192	379	4,330	1,483	5,620	43	3	520	6	754	133	2,621	2,684	.....	
535	.....	125	210	311	3	.....	21	.....	.....	74	261	.....	.....	
510	.....	.....	510	500	.....	.....	10	.....	600	10	.....	.....	.....	
544	.....	344	.....	350	2	.....	12	.....	.....	12	323	.....	.....	
610	24	273	513	471	17	.....	117	6	8	19	532	51	.....	
13,456	717	7,814	4,925	12,612	59	3	776	6	1,700	405	3,937	7,414	.....	

## AND PAPER GOODS.

403	253	153	.....	364	3	1	37	1	77	270	59	.....	.....	
506	209	97	.....	297	1	1	7	.....	72	212	22	.....	.....	
20,954	2,544	14,032	4,378	7,885	221	107	12,218	523	2,816	12,077	6,026	35	2	
12,308	1,518	9,256	1,534	3,749	172	77	7,911	399	853	7,302	4,153	.....	1	
1,603	54	798	1,051	178	30	3	1,552	148	42	373	1,488	.....	.....	
7,255	1,064	5,688	483	2,395	64	42	4,606	158	611	5,801	823	.....	1	
795	67	728	.....	217	2	1	542	27	28	767	.....	.....	.....	

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
VII. PRINTING AND								
2. PAPER GOODS—Concluded.								
b. Paper bags and sacks.	21		5	2,447	2,348	2,326	99	
Ballston Spa.	1			364	355	364	9	
Hudson Falls.	1			681	642	603	19	
New York City.	7		1	549	509	529	40	
c. Other paper goods.	205		87	9,486	8,545	7,260	841	9
New York City.	185		71	8,696	7,747	6,431	789	9
3. PRINTING AND BOOK MAKING.	2,891		1,710	77,043	69,839	72,279	7,187	36
a. Printing and publishing.	2,236		1,254	54,122	48,148	51,399	5,960	33
Albany.	31		16	1,461	1,332	1,437	129	
Buffalo.	94		72	2,403	2,117	2,344	286	
New York City.	1,372		738	41,166	36,749	38,753	4,405	30
Rochester.	68		36	1,482	1,303	1,457	179	
b. Bookbinding and blank book making.	304		231	10,924	10,412	10,123	510	
Elmira.	2		1	260	218	253	42	
New York City.	266		188	9,218	8,876	8,467	342	
c. Lithographing and engraving.	291		192	10,158	9,568	9,122	589	3
Buffalo.	20		16	1,165	1,071	1,099	84	
New York City.	244		161	7,737	7,305	6,766	431	3
Rochester.	9		3	693	565	593	38	
d. Games and novelties.	60		33	1,839	1,711	1,637	128	
New York City.	57		32	1,779	1,664	1,686	125	
4. WALL PAPER.	14		4	1,933	1,821	1,722	104	
Buffalo.	1		4	206	184	206	22	
Glens Falls.	1			243	232	243	16	
Hudson Falls.	1			253	262	234	21	
New York City.	8			795	758	713	29	
Northumberland.	1			228	223	197	6	
5. PHOTOGRAPHY.	43		21	828	557	800	271	
New York City.	38		20	369	337	333	22	
Total — Group VII.	3,552		2,002	106,049	97,062	97,458	8,859	45

## VIII.

1. SILK AND SILK GOODS.	135		31	14,771	14,556	13,335	213	
Hornell.	6			1,087	1,074	864	13	
New York City.	77		17	7,192	7,086	6,666	106	
2. WOOL MANUFACTURES.	109		45	21,476	21,072	20,592	399	
a. Carpets and rugs.	43		20	12,879	12,629	12,748	245	
Amsterdam.	4			3,822	3,760	3,761	68	
Yonkers.	1			7,257	7,158	7,267	99	
b. Felt goods.	19		12	1,642	1,590	1,618	52	
Dolgeville.	2			442	429	442	13	
New York City.	8		6	212	207	200	6	
Rensselaer.	1			302	293	302	9	

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

PAPER GOODS — *Concluded.*

2,227	60	1,228	939	1,516	4	1	702	4	496	781	950		
355			355	249			115		57	374			
584			584	431			153		264	320			
489		489		254	1	1	230	3	3	87	359		
6,419	966	3,548	1,905	2,620	45	19	3,605	120	1,467	3,994	923	35	1
5,642	872	2,865	1,905	2,241	39	22	3,225	116	1,441	3,722	479		1
65,092	13,192	30,191	21,709	47,916	1,258	455	15,177	286	39,037	23,451	2,593	11	2
45,439	10,127	19,665	15,647	36,123	963	337	7,937	79	30,897	12,808	1,723	11	2
1,508	78	522	708	916	7	10	374	2	1,294	14			
2,058	449	1,040	569	1,641	118	48	248	3	1,910	146			
34,348	6,399	14,078	13,871	27,721	636	191	5,739	61	23,482	9,570	896		1
1,278	251	1,027		967	32	26	252	1	1,018	260			
9,613	1,357	5,412	2,844	4,764	119	66	4,499	165	3,172	5,653	778		
216	6		210	136			80			210			
8,115	1,155	4,706	2,254	3,990	74	48	3,860	143	2,736	5,142	237		
8,533	1,445	4,199	2,889	6,526	153	43	1,802	9	4,477	3,999	57		
1,012	110	461	441	715	56	12	226	3	418	594			
6,329	1,186	3,324	1,819	4,944	89	25	1,266	6	3,630	2,632	47		
555	48	178	329	474	2	4	74	1	25	530			
1,507	263	915	329	503	23	9	939	33	491	991	25		
1,455	266	870	329	490	21	8	903	33	485	955	15		
1,618	35	773	810	1,389	69		160		30	687	901		
184		184		172	12						184		
232			232	200			32			32	200		
213			213	207			6			213			
684	18	301	365	543	54		87		30	154	600		
192		192		167			25			192			
529	231	298		342	7	3	176	1	136	385	8		
311	221	90		215	7	3	85	1	100	203	8		
88,599	16,255	45,447	26,897	57,896	1,588	566	27,768	811	42,096	36,870	9,587	46	4

## TEXTILES.

13,122	242	6,239	6,641	4,136	183	74	8,409	320	523	6,664	5,935		
851		547	504	312	12	6	521		6	301	544		
6,480	218	2,466	3,776	2,381	68	42	3,784	185	299	4,623	1,638		
20,193	261	3,091	16,841	10,821	585	137	8,539	111	269	11,243	8,679	2	
12,503	147	688	11,666	6,406	384	62	5,624	27	101	8,099	4,303		
5,699			5,699	2,076	177	32	1,404	10	42		3,657		
1,158			7,158	3,407	168		3,583			7,158			
1,566	43	932	591	1,011	41	6	494	14	19	739	806		
429		131	298	287	7	1	129	6	6		423		
195	30	165		149	4	2	35	6	6	153	36		
293			293	139	26	1	125	2	3	290			

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. (Only the more important centers of each industry are specified.)	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
VIII. TEXTILES								
2. WOOL MANUFACTURES—Concluded.								
c. Woolens and worsteds.	47		13	6,955	6,853	6,226	102	
Jamestown.	4			2,231	2,200	1,691	31	
Marcellus.	1			366	351	314	4	
Newburgh.	2		1	400	397	376	3	
Utica.	5		1	681	970	986	11	
3. COTTON GOODS.	89		15	11,676	11,446	11,319	236	
Cohoes.	6			2,774	2,755	2,774	15	
New York City.	37		8	1,366	1,264	1,307	122	
New York Mills.	2			1,810	1,793	1,810	17	
Utica.	6			2,281	2,261	2,234	20	
4. HOSIERY AND KNIT GOODS.	340		148	35,255	34,818	33,890	434	1
Amsterdam.	9			3,641	3,611	3,559	30	
Cohoes.	20		11	3,033	2,997	2,866	33	
Little Falls.	8			3,244	3,213	3,244	31	
New York City.	184		127	4,767	4,705	4,081	62	
Perry.	2			1,007	987	1,007	20	1
Utica.	20			5,389	5,299	5,341	90	
Waterford.	8			1,194	1,183	1,126	11	
5. OTHER TEXTILES OF SILK, WOOL OR COTTON.	468		190	16,338	15,832	14,153	504	
a. Dyeing, finishing, etc.	85		30	4,459	4,355	3,937	102	
Chadwicks.	1			339	331	339	8	
Garnerville.	1			817	806	817	12	
New York City.	72		28	2,698	2,626	2,176	70	
Newburgh.	1			241	236	241	6	
Nyack.	1			218	213	218	6	
b. Upholstery goods.	64		23	3,122	3,041	2,860	81	
Clarks Mills.	1			419	413	419	6	
New York City.	48		20	1,256	1,236	1,114	46	
Patchogue.	1			616	600	684	16	
Rochester.	6		1	341	334	318	7	
c. Braids, embroideries and dress trimmings.	319		137	8,757	8,436	7,356	321	
New York City.	292		118	8,529	8,208	7,130	321	
6. FLAX, HEMP AND JUTE MANUFACTURES	58		20	7,562	7,369	6,946	188	
Auburn.	2			1,269	1,224	1,269	46	
New York City.	38		11	6,486	6,366	4,902	124	
7. OILCLOTH, WINDOW SHADES, ETC.	46		18	2,688	2,625	2,515	63	
Buchanan.	1			255	255	255		
Minetto.	1			290	284	290	6	
New York City.	36		16	1,807	1,773	1,668	34	
Total — Group VIII.	1,245		467	109,766	107,718	102,750	2,031	1

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
6,124	71	1,471	4,582	3,404	180	69	2,421	70	149	2,405	3,568	2	
1,660		102	1,558	802	67	36	923	32	68	1,592			
310			310	201	2	4	101	2	6		304		
372		55	317	242	13	9	108		15		353		
969	6		963	606	4	4	345	11	15	6	948		
11,089	354	2,733	8,002	5,624	322	57	4,996	90	158	1,168	9,763		
2,755		336	2,419	1,427	107	25	1,168	28	36	16	2,703		
1,187	223	504	458	250	4	5	897	25	64	1,024	97		
1,793			1,793	1,129	39	10	602	13	23		1,770		
2,214	8	104	2,102	1,149	71		994				2,214		
33,456	1,307	12,393	19,753	11,586	415	234	20,590	631	1,444	3,329	28,783		1
3,525		307	3,222	1,339	52	16	2,078	44	67		3,469		
2,823	2	1,543	1,261	965	28	6	1,790	34	165	48	2,610		
3,213	11	297	2,911	1,529	54	9	1,601	30	29		3,184		
4,029	1,147	2,568	313	1,396	29	39	2,431	134	179	2,422	1,428		1
987		87	907	407	6	2	556	7	9		978		
6,251	11	916	4,330	1,845	72	56	3,138	140	258	21	4,972		
1,114	27	487	600	354	4	6	740	10	355	62	697		
13,649	2,625	6,940	4,084	6,442	193	68	6,694	252	1,022	8,186	4,447		
3,835	431	1,603	1,798	2,964	74	16	768	13	217	1,040	2,578		
331			331	201	10	2	117	1	3		328		
805			805	630	23	10	140	2	12		793		
2,106	388	1,606	213	1,692	19	3	582	10	201	1,038	867		
236			236	142	19		75				236		
213			213	180	3		30				213		
2,779	254	1,543	982	1,051	43	23	1,592	70	302	1,790	687		
413			413	303	2	2	104	2	4		409		
1,065	238	857	263	271	12	7	763	20	226	814	25		
567			569	271	12	1	259	26	27	542			
311	12	299		83	3	1	216	8	9	102	110		
7,035	1,940	3,791	1,304	2,427	76	29	4,334	169	503	5,350	1,182		
6,809	1,757	3,748	1,304	2,335	75	25	4,222	152	484	5,328	997		
6,758	198	1,401	5,159	2,677	245	42	3,694	100	186	2,879	3,693		
1,224			1,224	693	30	1	500		1		1,223		
4,778	135	708	3,935	1,703	200	31	2,767	77	153	2,789	1,836		
2,45	176	571	1,703	1,955	19	2	474	2	48	421	1,983		
255			255	226	6		23				255		
284			284	235		1	48		1		283		
1,684	161	297	1,166	1,277	13		331	2	40	299	1,255		
100,719	5,163	33,371	82,185	43,241	1,962	614	53,396	1,506	3,650	33,784	63,283	2	1

— Concluded.

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	Thero- of 14-16 years of age.
IX. CLOTHING, MILL								
1. MEN'S GARMENTS AND FURNISHINGS...	5,963	10	4,529	126,071	123,612	115,580	2,440	14
a. Tailoring.....	5,356	10	4,244	90,319	88,553	82,244	1,747	14
Buffalo.....	267	3	238	2,470	2,407	2,319	63	
New York City.....	4,380	7	3,388	71,601	70,325	63,899	1,267	8
Rochester.....	311		296	9,201	9,006	9,201	195	6
Syracuse.....	40		51	1,839	1,763	1,811	76	
Utica.....	29		16	1,463	1,407	1,455	61	
b. Shirts, collars and cuffs.....	372		173	29,686	29,125	27,936	561	
Albany.....	8			1,534	1,524	1,423	10	
Cohoes.....	3			1,121	1,113	840	8	
Glens Falls.....	9		2	2,063	2,029	2,063	34	
New York City.....	244		131	8,121	7,991	7,287	130	
Troy.....	31		7	11,624	11,297	11,374	327	
c. Men's neckwear.....	183		83	4,946	4,844	4,352	102	
New York City.....	176		79	4,583	4,504	4,004	79	
Rochester.....	3			270	248	255	22	
d. Suspenders and other furnishing goods for men.....	52		29	1,120	1,090	1,048	30	
New York City.....	46		27	1,081	1,051	1,009	30	
2. WOMEN'S GARMENTS AND FURNISHINGS	5,390		3,064	156,130	153,483	122,617	2,616	
a. Dressmaking.....	4,669		2,755	126,259	124,349	96,382	1,887	
Buffalo.....	143		129	1,825	1,795	1,683	30	
New York City.....	4,237		2,410	119,844	118,022	90,906	1,799	
b. Women's white goods.....	352		169	16,717	16,459	15,068	255	
New York City.....	328		164	14,736	14,522	13,242	211	
c. Infants' wear (New York City)...	98		37	3,537	3,474	3,204	63	
d. Women's neckwear, etc.....	128		34	5,465	5,177	4,335	283	
New York City.....	127		33	5,468	5,170	4,328	283	
e. Corsets, garters, etc.....	143		69	4,152	4,024	3,628	128	
McGraw.....	2		2	367	361	353	6	
New York City.....	128		66	3,762	3,690	3,242	122	
3. MEN'S HATS AND CAPS.....	300		191	12,472	12,213	11,392	259	
Matteawan.....	3			963	952	853	11	
New York City.....	273		171	7,807	7,653	7,114	154	
Yonkers.....	2			2,028	1,967	1,916	71	
4. WOMEN'S HEADWEAR.....	1,479	4	718	25,100	24,717	20,099	377	
a. Artificial feathers and flowers.....	483	4	219	10,466	10,331	8,665	132	
New York City.....	478	4	213	10,448	10,313	8,655	132	
b. Millinery.....	996		499	14,634	14,386	11,434	245	
Buffalo.....	84		61	829	820	669	3	
New York City.....	677		271	12,111	11,868	9,367	240	
5. MISCELLANEOUS NEEDLE WORK.....	387		188	7,659	7,354	6,821	305	
a. Curtains, embroideries, etc.....	308		146	6,080	5,808	5,326	272	
New York City.....	291		133	5,882	5,616	5,142	266	

\* Inclusive of one child under 14

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## NERY, LAUNDRY, ETC.

113,140	24,609	57,595	30,936	63,636	928	324	47,432	820	7,758	60,092	44,924	360	*9
80,497	21,948	43,271	15,278	54,488	719	233	24,593	469	5,352	43,408	31,281	366	*5
2,256	756	1,500	844	35	20	1,212	45	179	1,867	208	2		
62,642	18,406	35,580	8,667	48,204	477	131	15,664	166	3,770	30,726	27,787	359	*4
9,006	1,397	3,832	3,777	4,541	101	44	4,137	183	214	8,472	320		1
1,735	231	696	808	724	12	16	929	54	73	1,465	197		
1,394	117	467	810	761	62	12	552	7	27	23	1,544		
27,375	1,460	10,855	15,060	7,394	176	68	19,457	280	1,115	12,944	13,316		4
1,413	9	408	998	122	8	10	1,245	36	46	261	1,106		
832	87	756	118	8	8	688	18	18	206	608			
2,029	16	543	1,470	510			1,516	3	1	472	1,556		
7,157	1,199	4,288	1,670	2,964	27	21	4,013	152	866	3,737	2,554		4
11,047	17	1,992	9,038	2,919	135	20	7,938	37	102	6,972	3,973		
4,250	969	2,683	598	1,249	16	17	2,930	38	1,197	2,881	172		
3,225	946	2,381	598	1,208	13	16	2,655	33	1,174	2,579	172		
233		233		25	3	1	199	5	6	227			
1,018	232	786		510	17	6	452	33	94	769	155		
979	185	786		501	16	6	428	30	86	742	151		
120,001	24,383	79,325	16,293	46,487	213	77	72,115	1,109	11,083	95,419	13,090	409	3
94,495	21,309	62,875	10,311	43,197	125	40	50,544	589	6,975	75,810	11,336	374	1
1,653	633	1,020		196	6	3	1,398	56	178	1,269	206		
89,107	19,600	59,760	9,847	42,551	110	35	45,926	485	6,704	72,124	9,905	374	1
14,813	1,457	9,494	3,862	1,434	38	20	13,049	272	2,621	11,220	937	35	2
13,031	1,344	8,772	2,915	1,226	35	20	11,497	253	1,785	10,580	668		2
3,141	427	2,714		502	3	1	2,505	130	611	2,439	91		
4,052	605	2,985	462	531	9	7	3,431	74	507	3,472	73		
4,045	598	2,985	462	530	9	7	3,425	74	507	3,465	73		
3,500	585	1,257	1,658	823	38	9	2,586	44	369	2,478	653		
347	136	211	64	1	1		281	1	1	210	136		
3,120	558	1,121	1,447	769	37	9	2,272	43	368	2,239	513		
11,133	1,684	3,975	5,474	6,977	138	34	3,906	75	1,937	7,017	2,176	3	
848	76	767	395	23			414				848		
6,860	1,613	3,691	1,658	4,286	47	16	3,554	57	1,378	5,105	474	3	
1,844	111	1,733	1,299	38			480	16	26	1,818			
19,722	6,557	12,511	654	2,956	95	28	16,037	606	5,838	12,696	1,188		19
8,533	2,695	5,608	230	1,149	65	18	6,835	466	3,498	4,893	142		18
8,623	2,685	5,608	230	1,148	66	18	6,827	465	3,497	4,884	142		18
11,189	3,862	6,903	424	1,807	30	10	9,202	140	2,340	7,803	1,046		1
666	346	220		19		1	537	9	21	409	136		
9,127	2,456	6,247	424	1,711	29	9	7,262	116	2,306	6,437	384		1
6,516	1,975	4,034	507	1,538	51	39	4,752	136	1,214	4,632	670		1
5,054	1,610	2,937	507	982	45	31	3,868	128	1,092	3,743	219		1
4,876	1,488	2,881	507	940	45	30	3,731	124	1,072	3,606	138		1

years of age employed in office.

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
IX. CLOTHING, MILLINERY								
5. MISCELLANEOUS NEEDLE WORK— <i>Con- cluded.</i>								
b. Quilts, comfortables, etc.	20		13	222	222	208		
<i>New York City</i>	18		12	208	208	180		
c. Umbrellas and parasols	59		29	1,357	1,324	1,289	33	
<i>New York City</i>	56		26	1,349	1,316	1,281	33	
6. LAUNDERING, CUSTOM DYEING, ETC.	2,456	14	1,716	21,118	20,427	19,844	682	3
a-1. Laundries (non-Chinese)	1,529	2	1,005	17,554	16,959	16,631	588	3
<i>Buffalo</i>	32		29	1,292	1,188	1,179	106	
<i>New York City</i>	1,117	1	683	9,629	9,278	9,093	347	3
<i>Rochester</i>	16		9	1,118	1,080	1,115	36	
<i>Troy</i>	16		9	863	851	858	18	
a-2. Chinese laundries	750	11	596	1,445	1,444	1,394	1	
<i>New York City</i>	590	3	498	1,109	1,108	1,061	1	
b. Cleaning and dyeing	177	1	115	2,117	2,024	1,819	93	
<i>New York City</i>	109	1	60	1,738	1,664	1,480	78	
7. CLIP SORTING	169		84	2,132	2,037	2,001	95	
<i>Buffalo</i>	80		9	442	404	480	38	
<i>New York City</i>	107		57	1,149	1,115	1,061	34	
Total — Group IX.	16,144	28	10,490	350,680	343,843	298,354	6,774	17

X. FOOD, LIQUORS								
1. GROCERIES	809		358	30,293	28,877	23,276	1,404	1
a. Flour and other cereal products.	435		267	4,233	3,967	3,873	266	
Buffalo	16		3	1,253	1,167	1,178	88	
New York City	19		6	715	682	633	27	
Syracuse	4		6	221	190	221	31	
b. Sugar and molasses refining.	6			4,656	4,535	4,022	121	
New York City	4			3,745	3,641	3,245	104	
Yonkers	1			900	884	768	16	
c. Fruit and vegetable canning and preserving.	186		59	13,881	13,571	9,114	300	
New York City	59		18	1,725	1,633	1,474	98	
Rochester	7			1,330	1,338	859	48	
d. Coffee and spice roasting and grinding.	86		12	2,659	2,369	2,504	290	1
New York City	64		6	2,421	2,159	2,268	268	1
e. Groceries not elsewhere classified.	96		20	4,864	4,435	3,763	427	
LeRoy	2			248	225	227	23	
New York City	36		2	1,693	1,482	1,455	203	
Pekahill	1			220	272	290	6	
Rochester	8		1	490	433	229	57	
Silver Springs	1			225	220	225	6	
2. PROVISIONS	128		33	5,536	4,941	5,295	591	
Buffalo	31		8	1,875	1,698	1,843	177	
New York City	70		15	3,477	3,071	3,279	402	



Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## LAUNDRY, ETC.—Continued.

206	111	95	.....	125	1	.....	78	2	3	156	47	.....	.....
190	95	86	.....	117	1	.....	70	2	3	140	47	.....	.....
1,256	254	1,002	.....	421	5	8	806	6	119	733	404	.....	.....
1,248	246	1,002	.....	428	5	8	801	6	119	730	399	.....	.....
19,162	7,444	9,418	2,300	6,824	92	46	12,130	66	2,755	8,101	7,962	344	2
16,043	5,291	8,752	2,000	4,519	88	46	11,326	64	2,654	7,071	6,240	78	2
1,073	119	954	.....	175	1	4	889	4	51	457	565	.....	.....
8,748	3,068	4,908	776	2,755	71	29	5,881	30	2,152	3,386	3,138	70	1
1,077	100	380	587	163	.....	.....	284	.....	65	1,003	9	.....	.....
980	87	458	395	116	6	1	788	9	23	747	150	.....	.....
1,393	1,393	.....	.....	1,388	.....	.....	5	.....	.....	19	1,120	254	.....
1,060	1,060	.....	.....	1,060	.....	.....	.....	.....	.....	17	839	204	.....
1,726	760	666	300	921	4	.....	799	2	101	1,011	602	12	.....
1,418	478	645	300	695	2	.....	781	2	101	880	415	12	.....
1,906	870	756	280	915	5	1	983	2	54	317	1,531	4	.....
382	110	272	.....	181	.....	1	199	1	4	92	286	.....	.....
1,017	574	163	280	476	5	.....	536	1	21	164	838	4	.....
291,580	67,522	167,614	56,444	129,337	1,522	549	157,358	2,814	30,639	188,274	71,541	1,126	34

## AND TOBACCO.

21,872	2,949	9,854	9,069	14,418	236	53	7,066	99	1,342	4,550	12,342	3,638	7
3,607	1,463	1,131	1,013	3,206	12	1	381	7	62	445	2,313	787	.....
1,082	55	463	574	912	.....	.....	178	2	46	.....	531	716	.....
906	66	101	439	602	10	1	91	2	13	419	169	5	.....
180	18	178	.....	112	.....	.....	78	2	.....	4	188	.....	.....
3,901	10	50	3,841	3,777	14	2	108	.....	2	110	1,389	2,400	.....
3,141	.....	50	3,091	3,026	14	2	100	.....	2	100	639	2,400	.....
750	.....	.....	760	750	.....	.....	.....	.....	.....	.....	760	.....	.....
8,814	658	5,195	2,961	4,086	131	43	4,489	65	797	1,293	6,547	177	7
1,323	241	1,141	.....	513	3	1	854	11	597	730	255	.....	.....
811	18	177	616	288	.....	.....	649	.....	.....	403	406	.....	.....
2,214	395	1,057	762	1,138	15	2	1,050	9	248	1,475	491	.....	.....
2,004	297	945	782	1,002	14	1	979	8	236	1,446	383	.....	.....
3,336	423	2,421	492	2,211	64	5	1,038	18	233	1,227	1,602	274	.....
304	.....	304	.....	108	4	1	85	6	7	76	38	83	.....
1,252	168	1,080	.....	685	51	2	605	9	146	490	616	.....	.....
272	.....	272	.....	272	.....	.....	.....	.....	.....	272	.....	.....	.....
173	23	149	.....	65	2	1	104	.....	.....	166	6	.....	.....
220	.....	220	.....	180	.....	.....	40	.....	.....	.....	220	.....	.....
4,704	565	1,200	2,919	4,488	56	2	158	.....	514	759	3,381	50	.....
1,668	149	257	1,260	1,520	52	2	92	.....	4	30	1,632	.....	.....
2,877	310	908	1,659	2,807	4	.....	66	.....	508	726	1,610	35	.....

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places inspected.	Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL.	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	Thereof 14-16 years of age.
X. FOOD, LIQUORS AND								
3. DAIRY PRODUCTS.....	308	1	54	3,539	3,315	3,323	224	.....
<i>Middletown</i> .....	1	.....	.....	269	264	269	5	.....
<i>New York City</i> .....	16	.....	.....	355	282	348	73	.....
4. BAKERY PRODUCTS, CONFECTIONERY, ETC.....	4,823	204	3,047	32,474	31,439	29,948	1,027	3
a. Macaroni and other food pastes...	76	.....	46	860	819	828	41	.....
<i>New York City</i> .....	59	.....	32	678	647	651	31	.....
b. Crackers and biscuits.....	45	1	21	5,168	4,846	5,007	322	3
<i>Buffalo</i> .....	5	.....	1	687	658	633	29	.....
<i>New York City</i> .....	32	1	16	3,842	3,609	3,795	233	.....
<i>Niagara Falls</i> .....	1	.....	.....	400	360	340	40	3
c. Bread and other bakery products.	3,962	192	2,562	14,675	14,456	13,676	215	.....
<i>New York City</i> .....	2,489	34	1,585	10,513	10,337	9,642	172	.....
d. Confectionery and ice cream.....	740	11	418	11,771	11,318	10,437	449	.....
<i>Buffalo</i> .....	34	1	17	768	705	636	60	.....
<i>New York City</i> .....	543	8	304	8,677	8,364	7,907	312	.....
<i>Rochester</i> .....	13	.....	3	784	762	681	22	.....
5. BEVERAGES.....	735	.....	247	13,713	12,466	12,626	1,239	.....
a. Artificial ice.....	85	.....	8	1,166	1,117	1,081	49	.....
<i>New York City</i> .....	45	.....	3	792	765	729	27	.....
b. Cider, grape juice, etc.....	34	.....	7	685	661	369	23	.....
c. Mineral and soda waters.....	241	.....	119	1,690	1,530	1,377	159	.....
<i>New York City</i> .....	121	.....	61	1,108	984	877	123	.....
d. Malt.....	26	.....	6	647	609	598	38	.....
<i>Buffalo</i> .....	14	.....	5	309	290	308	19	.....
e. Malt liquors.....	273	.....	92	8,201	7,457	7,972	739	.....
<i>Buffalo</i> .....	26	.....	6	696	636	668	60	.....
<i>New York City</i> .....	101	.....	22	4,997	4,674	4,868	418	.....
<i>Rochester</i> .....	8	.....	.....	479	420	479	69	.....
f. Vinous and distilled liquors.....	66	.....	14	1,217	994	1,131	223	.....
<i>New York City</i> .....	38	.....	2	624	551	605	93	.....
g. Miscellaneous bottling.....	10	.....	1	107	98	98	8	.....
6. TOBACCO PRODUCTS.....	1,304	8	878	33,374	32,976	30,060	393	1
a. Tobacco and snuff.....	27	.....	5	2,435	2,404	2,244	31	.....
<i>Elmira</i> .....	6	.....	.....	381	375	284	6	.....
<i>New York City</i> .....	10	.....	.....	1,760	1,730	1,738	20	.....
b. Cigars.....	1,210	8	841	26,976	26,689	24,076	282	1
<i>Binghamton</i> .....	27	.....	17	2,380	2,357	2,268	23	.....
<i>New York City</i> .....	659	.....	414	19,998	19,776	17,665	217	1
c. Cigarettes.....	67	.....	32	3,963	3,883	3,740	80	.....
<i>New York City</i> .....	64	.....	29	3,944	3,864	3,721	80	.....
Total — Group X.....	8,107	213	4,617	118,929	114,014	104,528	4,878	5

\* Inclusive of one child under 14

Industry, Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					
TOBACCO—Concluded													
3,009	1,433	1,402	264	2,695	13	2	388	1	137	164	1,874	924	.....
264	.....	264	181	.....	.....	.....	143	.....	.....	264	.....	.....	.....
275	62	213	.....	275	.....	.....	2	.....	11	38	68	158	.....
28,921	13,484	8,371	7,066	20,592	225	94	7,659	351	3,895	4,784	19,908	334	*4
787	193	594	.....	558	6	.....	218	5	19	110	648	10	.....
620	126	494	.....	452	6	.....	160	2	15	93	502	10	.....
4,685	131	1,105	3,449	2,521	45	7	2,099	13	2,886	152	1,539	108	.....
604	12	228	294	295	16	2	237	4	6	.....	528	.....	.....
3,562	102	605	2,855	1,916	23	4	1,611	9	2,877	77	500	108	.....
300	.....	300	167	.....	4	.....	129	.....	.....	.....	300	.....	.....
13,461	11,280	1,981	200	12,938	89	45	387	2	363	1,854	11,110	134	*4
9,470	7,738	1,532	200	9,304	38	13	114	1	264	1,683	7,627	96	*3
9,988	1,880	4,691	3,417	4,575	85	42	4,955	331	627	2,668	6,611	82	.....
876	122	324	.....	288	10	2	351	8	22	141	406	7	.....
7,695	1,186	3,208	3,201	3,611	59	33	3,705	237	450	1,964	5,132	49	.....
699	24	359	216	198	.....	.....	593	8	30	209	380	.....	.....
11,387	3,339	6,934	1,114	11,179	51	21	136	.....	1,564	4,816	4,048	959	1
1,032	543	489	.....	1,032	.....	.....	.....	.....	23	67	310	632	.....
702	309	393	.....	702	.....	.....	.....	.....	23	66	122	441	.....
346	172	174	.....	337	.....	.....	9	.....	.....	118	228	.....	.....
1,218	890	328	.....	1,192	10	5	11	.....	31	213	893	81	1
754	470	284	.....	740	7	6	2	.....	26	122	625	81	1
560	159	401	.....	535	.....	.....	25	.....	12	159	244	145	.....
239	112	177	.....	237	.....	.....	2	.....	.....	62	150	76	.....
7,233	1,101	5,018	1,114	7,186	31	15	1	.....	1,404	3,844	1,884	101	.....
608	66	542	.....	606	2	.....	.....	.....	23	600	54	31	.....
4,450	223	3,043	1,114	4,414	24	11	1	.....	914	2,167	1,336	43	.....
420	11	409	.....	419	1	.....	.....	.....	.....	420	.....	.....	.....
908	384	524	.....	809	10	1	88	.....	94	389	425	.....	.....
612	194	318	.....	466	.....	1	45	.....	84	278	150	.....	.....
90	90	.....	.....	88	.....	.....	2	.....	.....	26	64	.....	.....
20,667	4,508	9,243	15,916	13,165	197	137	15,977	191	12,136	9,741	7,790	.....	.....
2,213	56	553	1,604	710	.....	17	1,485	1	97	1,869	247	.....	.....
278	6	272	.....	116	.....	.....	160	.....	8	68	202	.....	.....
1,718	19	95	1,604	459	.....	.....	1,278	1	64	1,654	.....	.....	.....
23,794	4,235	7,971	11,588	11,391	133	120	11,978	172	11,516	6,961	5,317	.....	.....
2,243	95	295	1,853	622	9	.....	1,533	19	179	810	1,254	.....	.....
17,348	2,222	6,272	8,854	7,810	21	13	9,479	26	8,167	5,713	3,468	.....	.....
3,660	217	719	2,724	1,064	64	.....	2,514	18	523	911	2,226	.....	.....
3,641	198	719	2,724	1,064	63	.....	2,506	18	523	900	2,218	.....	.....
99,650	26,298	37,004	36,348	66,537	778	309	31,384	61	19,588	24,814	49,343	5,905	12

years of age employed in office.

Table XIV.—Statistics of Factories Inspected in Each

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Places in- spect- ed.	Num- ber of estab- lish- ments with no em- ployees	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		GRAND TOTAL	OFFICE FORCE.	
				Total.	Thereof in shop.		Total.	There- of 14-16 years of age.
XI. WATER, LIGHT								
1. WATER.....	45	.....	2	260	242	247	18	.....
2. GAS.....	93	.....	.....	3,345	3,208	3,218	137	.....
<i>Buffalo</i> .....	1	.....	.....	251	243	241	8	.....
<i>New York City</i> .....	34	.....	.....	2,490	2,311	2,303	109	.....
4. ELECTRIC LIGHT AND POWER.....	293	.....	7	5,123	4,911	4,926	208	.....
<i>New York City</i> .....	84	.....	.....	3,021	2,915	2,856	102	.....
<i>Niagara Falls</i> .....	3	.....	.....	523	476	523	47	.....
5. STEAM HEAT AND POWER.....	60	.....	2	319	317	313	2	.....
<i>New York City</i> .....	43	.....	1	219	217	214	2	.....
6. GARBAGE DISPOSAL, ETC.....	1	.....	.....	25	24	16	1	.....
Total — Group XI.....	492	.....	11	9,072	8,702	8,720	366	.....
XII. BUILDING								
1. CARPENTERS' SHOPS.....	64	.....	26	469	463	357	6	.....
<i>New York City</i> .....	49	.....	18	386	382	276	4	.....
2. PAINT SHOPS.....	32	.....	17	172	170	146	2	.....
3. PLUMBERS' SHOPS.....	10	.....	3	161	150	123	11	.....
Total — Group XII.....	106	.....	46	802	783	626	19	.....
Grand Total — New York State.....	43,225	243	23,955	1,261,549	1,210,638	1,129,392	50,490	230

\* Inclusive of two children under

Industry, Year Ended September 30, 1910 — Concluded.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as not'd).
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	NUMBER AT WORK IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Youths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).					

## AND POWER.

229	149	80	.....	229	.....	.....	.....	.....	24	102	26	77	.....
3,081	403	1,819	859	3,078	3	.....	.....	.....	24	110	551	2,396	.....
233	.....	.....	233	231	2	.....	.....	.....	.....	.....	2	231	.....
\$, 199	123	1,460	626	\$, 198	1	.....	.....	.....	7	82	403	1,697	.....
4,718	1,409	1,476	1,773	4,716	1	1	.....	.....	443	2,374	1,069	832	.....
\$, 754	492	810	1,452	\$, 752	1	1	.....	.....	333	1,827	568	26	.....
476	5	160	321	476	.....	.....	.....	.....	.....	160	326	.....	.....
311	200	111	.....	311	.....	.....	.....	.....	6	164	118	23	.....
212	121	91	.....	212	.....	.....	.....	.....	.....	111	82	19	.....
15	15	.....	.....	15	.....	.....	.....	.....	15	.....	.....	.....	.....
8,354	2,236	3,486	2,632	8,349	4	1	.....	.....	512	2,750	1,764	3,328	.....

## INDUSTRY.

351	272	79	.....	350	1	.....	.....	.....	271	55	25	.....	.....
272	215	59	.....	272	.....	.....	.....	.....	218	31	23	.....	.....
144	124	20	.....	138	5	1	.....	.....	64	70	10	.....	.....
112	77	35	.....	112	.....	.....	.....	.....	55	22	35	.....	.....
607	473	134	.....	600	6	1	.....	.....	390	147	70	.....	.....
1,078,902	178,104	189,857	411,941	733,801	15,736	4,284	318,076	7,005	140,860	500,496	401,492	36,055	76

14 years of age employed in office.

TABLE XV.—SIZE OF FACTORIES INSPECTED, YEAR ENDED SEPTEMBER 30, 1910:  
BY INDUSTRIES.

In- dustry num- ber.	INDUSTRY AND LOCALITY.  [Only localities with ten or more factories in an industry are specified.]	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-10.	20- 40.	50- 100.	200- 499.	500 +.			
I. STONE, CLAY AND GLASS PRODUCTS.										
1.....	Stone.....	104	126	51	22	3		306		306
	New York City.....	49	76	38	13	1		177		177
2.....	Miscellaneous mineral products.....	11	17	8	8		2	46		46
	New York City.....	9	7	3	1		1	21		21
3.....	Lime, cement and plaster.....	55	75	27	20	4	2	183		183
	Buffalo.....	6	4	2				12		12
	New York City.....	36	37	9	6		1	89		89
4.....	Brick, tile and pottery.....	17	40	83	76	0	3	228		228
	Buffalo.....			3	4	2	1	10		10
	Haverstraw.....			11	12			23		23
	New York City.....	11	12	16	5	2		46		46
5.....	Glass.....	45	110	49	31	3	1	239		239
	Buffalo.....	1	6	3	3			12		12
	New York City.....	40	94	38	14	1		187		187
	Total.....	232	368	218	157	19	8	1,002		1,002
II. METALS, MACHINES AND CONVEYANCES.										
1.....	Gold, silver and precious stones.....	294	301	72	34	7	2	710		710
	Buffalo.....	6	10	3	3			22		22
	New York City.....	281	280	68	27	4		680		680
2-f.....	Sheet metal work.....	202	182	58	38	12	5	497		497
	Buffalo.....	20	16	8	6	1	1	61		61
	New York City.....	188	116	31	24	7	3	339		339
	Rochester.....	7	17	8	2			36		36
2.....	Other products of copper, lead, zinc, etc.....	275	279	125	78	22	5	784		784
	Buffalo.....	16	20	7	4	2		49		49
	New York City.....	215	209	99	56	12	2	583		583
	Rochester.....	8	7	2	2			21		21
	Syracuse.....	4	6	2	2			14		14
	Troy.....	2	4	1				14		14
	Utica.....	2	6	2	1			10		10
3-u.....	Machinery.....	279	292	91	62	13	5	742		742
	Buffalo.....	11	19	12	5	2		49		49
	New York City.....	168	167	41	12	2	4	378		378
	Rochester.....	15	12	9	6	3		45		45
	Syracuse.....	2	6	6	6		1	20		20
	Troy.....	7	6	1	2			14		14
3.....	Other iron and steel products.....	348	497	270	237	68	31	1,460		1,460
	Albany.....	7	7	3	4	2		23		23
	Auburn.....		3	4	4			11		11
	Binghamton.....	3	4	2		1		10		10
	Buffalo.....	36	27	26	31	9	6	133		133
	Geneva.....	1	3	3	4			10		10
	Lockport.....	1	6	1	3			11		11
	New York City.....	231	327	149	78	8	6	789		789
	Rochester.....	12	21	12	13			58		58
	Syracuse.....	6	15	11	8	3	3	60		60
	Troy.....	6	8	3	6	3	1	26		26
	Utica.....	3	3	2	2	4	1	16		16
4.....	Electrical apparatus.....	86	80	37	28	3	2	236		236
	Buffalo.....	8	1	3	2			14		14
	New York City.....	62	68	24	18	2		172		172
	Rochester.....	4	4	1			1	10		10
5-a.....	Carriages, wagons and sleighs.....	236	190	38	29	7		500		500
	Albany.....	3	6	1				10		10
	Buffalo.....	14	14	2	1	1		32		32
	New York City.....	148	108	26	13	3		298		298
	Rochester.....	1	10	3		1		16		16
5.....	Other vehicles.....	170	134	61	59	26	23	473		473
	Buffalo.....	19	12	6	6	7	6	64		64
	New York City.....	72	61	23	15	8	3	182		182
	Rochester.....	8	6	2	3	1		19		19
	Schenectady.....	3	5	2			1	11		11
	Syracuse.....	1	2	1	4		1	10		10

Table XV.—Size of Factories Inspected, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	INDUSTRY AND LOCALITY.  [Only localities with ten or more factories in an industry are specified.]	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
II. METALS, MACHINES AND CON- VENIENCES—Concluded.										
6.....	Boat and ship building.....	20	49	16	15	4	2	106		106
	New York City.....	10	20	8	12	2	2	54		54
7.....	Agricultural implements.....	20	22	18	23	4	4	91		91
8.....	Instruments and appliances.....	97	122	32	32	17	5	305		305
	Buffalo.....		13	7	2	3		25		25
	New York City.....	90	87	18	16	5	2	218		218
	Rochester.....	3	8	4	8	4	3	30		30
9.....	Sorting old metals.....	3		1				4		4
Total.....		2,030	2,148	828	635	183	84	5,908		5,908
III. WOOD MANUFACTURES.										
1.....	Saw mill products.....	47	44	7	2			100		100
	New York City.....	14	8	2				24		24
2-a.....	House trim.....	230	301	121	71	7	1	731	2	733
	Buffalo.....	6	4	9	6	3		28		28
	Ithaca.....	7	3					10		10
	New York City.....	49	92	43	28	1	1	214	2	216
	North Tonawanda.....	3	2	4	3			12		12
	Rochester.....	6	8	7	8			29		29
	Syracuse.....	8	10	4	1			23		23
2.....	Other planing mill products.....	59	101	48	36	2		246		246
	Buffalo.....	2	6	1	4			13		13
	New York City.....	32	53	22	18	2		127		127
3.....	Cooperage.....	44	37	10	4		1	96		96
	Buffalo.....	4	5	2	1			12		12
	New York City.....	18	17	5	1		1	42		42
4.....	Wood, turned and carved.....	179	177	48	22	2		428		428
	Buffalo.....	12	10	1	1	1		25		25
	New York City.....	119	102	19	8			248		248
	Rochester.....	15	8	1	2			26		26
5-a.....	Furniture and upholstery.....	193	167	93	102	7		562		562
	Buffalo.....	14	12	3	8	1		38		38
	Jamestown.....	1	7	13	16	1		38		38
	New York City.....	146	97	42	36			321		321
	Rochester.....	6	5	4	4	2		21		21
	Troy.....	5	5					10		10
5.....	Cabinet work.....	182	184	65	39	3	2	475		475
	Buffalo.....	13	7	6	5	1		32		32
	New York City.....	158	158	44	22	1		333		333
	Rochester.....	4	3	2	3		1	13		13
6.....	Pianos, organs, etc.....	32	46	33	54	14	2	181		181
	New York City.....	27	31	24	43	10	1	136		136
7.....	Brooms, cork, etc.....	43	45	23	18	3	1	133		133
	New York City.....	35	38	14	10	2	1	100		100
Total.....		1,009	1,102	448	348	38	7	2,952	2	2,954
IV. LEATHER AND RUBBER GOODS.										
1.....	Leather.....	17	25	29	31	3	1	106		106
	Gloversville.....	2	5	7	7			21		21
	Johnstown.....	1	7	4	8			20		20
	New York City.....	8	8	10	2			28		28
2.....	Furs and fur goods.....	379	385	72	27	2		865		865
	Buffalo.....	7	6	1				14		14
	New York City.....	365	369	69	25	2		830		830
3.....	Leather and canvas goods.....	369	448	164	122	21	12	1,141		1,141
	Buffalo.....	22	24	8	8			63		63
	Gloversville.....	14	30	15	14	5		78		78
	Johnstown.....	8	21	7	8	1		45		45
	New York City.....	259	301	105	57	8	4	734		734
	Rochester.....	10	25	6	19	7	4	71		71
	Syracuse.....	4	7		2			15		15
4.....	Rubber and gutta percha goods.....	57	50	14	10	6	1	138		138
	Buffalo.....	6	4		1	1		12		12
	New York City.....	44	40	13	6	3	1	107		107

Table XV.—Size of Factories Inspected, Year Ended September 30, 1910: By Industries — Continued

Industry number.	INDUSTRY AND LOCALITY. (Only localities with ten or more factories in an industry are specified.)	NUMBER OF SHOPS EMPLOYING—						Total shops with employees.	Shops closed or without employees.	Grand total.
		1-4.	5-19.	20-49.	50-199.	200-499.	500 +.			
IV. LEATHER AND RUBBER GOODS —Concluded.										
5.....	Articles of pearl, horn, bone, hair, etc.	126	169	58	44	6	1	404		404
	Buffalo	11	6		1			18		18
	New York City	106	148	52	30	2		337		337
	Rochester	1	6	1	2	1	1	12		12
	Troy	4	3	3	3			15		15
	Total	948	1,077	337	234	43	15	2,654		2,654
V. CHEMICALS, OILS, PAINTS, ETC. Drugs and chemicals.										
1.....	Drugs and chemicals.	113	104	31	35	7	3	293		293
	Buffalo	8	10	1	4			23		23
	New York City	84	68	22	18	3		193		193
	Niagara Falls	4	1	1	3	3	1	13		13
	Rochester	6	4	1	1			11		11
2.....	Paints, dyes and colors.	72	80	39	21	2	2	216		216
	Buffalo	6	6	3	2			17		17
	New York City	61	60	33	17	2	2	175		175
3.....	Wood alcohol and essential oils.	28	35	8	5	1		77		77
	Buffalo	4	4	2	1	1		12		12
	New York City	21	14	3	3			40		40
4.....	Animal oil products.	15	10	4	1	1		31		31
	New York City	10	7	1				18		18
5.....	Mineral oil products.	10	11	6	4	3	2	36		36
	New York City	4	2	3	2	1	2	14		14
6.....	Soap, perfumery and cosmetics.	44	44	15	6	2	1	112		112
	New York City	36	31	10	6	2		84		84
7.....	Miscellaneous chemical products.	27	25	15	9	2		78		78
	New York City	23	17	11	6	1		67		67
	Total	309	309	118	81	18	8	843		843
VI. PAPER AND PULP. Sorting waste paper.										
1.....	Sorting waste paper.	11	20	6	1			38		38
	New York City	11	17	6	1			35		35
2.....	Pulp and paper.	5	41	56	62	14	2	180		180
	New York City	2	3	2	2	1		10		10
	Total	16	61	62	63	14	2	218		218
VII. PRINTING AND PAPER GOODS. Type and printers' materials.										
1.....	Type and printers' materials.	18	21	6				45		45
	New York City	15	18	4				37		37
2.....	Paper goods.	75	219	157	96	9	3	559		559
	Buffalo	2	6	4	7	1	1	20		20
	New York City	62	168	122	60	7	1	480		480
	Rochester	2	10	6	7			24		24
3-a.....	Printing and publishing.	970	843	255	134	26	8	2,236		2,236
	Albany	17	4	6	4		1	31		31
	Buffalo	33	40	11	8	2		94		94
	New York City	529	538	179	97	22	7	1,372		1,372
	Poughkeepsie	2	4	3	1			10		10
	Rochester	20	26	6	7			68		68
	Schenectady	10	1	3	2			16		16
	Syracuse	17	13	6	3			38		38
	Troy	9	8	4	2			23		23
	Utica	7	3	4	2			16		16
	Watertown	4	4	2				10		10
3.....	Bookbinding, lithographing, etc.	178	266	117	77	14	3	655		655
	Albany	6	8	1	1			16		16
	Buffalo	6	14	6	3	2		30		30
	New York City	164	224	102	68	8	3	567		567
	Rochester	1	7	3	3	1		15		15
4.....	Wall paper	1	3	2	5	3		14		14
5.....	Photography.	22	17	2	2			43		43
	New York City	20	16	1	1			38		38
	Total	1,264	1,369	539	314	52	14	3,552		3,552



Table XV.—Size of Factories Inspected, Year Ended September 30, 1910: By Industries — Continued.

Industry number.	INDUSTRY AND LOCALITY. [Only localities with ten or more factories in an industry are specified.]	NUMBER OF SHOPS EMPLOYING—						Total shops with employ-ees.	Shops closed or with-out employ-ees.	Grand total.
		1-4.	5-19.	20-49.	50-199.	200-499.	500 +.			
VIII. TEXTILES.										
1	Silk and silk goods.	12	22	34	49	17	1	135		135
	New York City	11	20	20	18	7	1	77		77
2	Wool manufactures	26	20	18	26	11	8	109		109
	New York City	16	13	4	6			39		39
3	Cotton goods	6	31	21	20	6	5	89		89
	New York City	5	19	9	3	1		37		37
4	Hosiery and knit goods	33	110	55	99	30	13	340		340
	Cohoes		2	3	12	1	2	20		20
	New York City	32	98	36	17	1		184		184
	Utica		1	6	7	4	3	20		20
5	Other textiles of silk, wool or cotton.	103	222	85	47	9	2	468		468
	Londhurst	9	12	1				22		22
	New York City	88	199	78	42	6		412		412
6	Flax, hemp and jute manufactures.	12	18	12	9	4	3	58		58
	New York City	9	13	6	6	3	2	38		38
7	Oil cloth, window shades, etc.	17	15	5	5	3	1	46		46
	New York City	16	13	2	3	1	1	36		36
	Total	209	438	230	255	80	33	1,245		1,245
IX. CLOTHING MILLINERY, LAUNDRY, ETC.										
1-a.	Men's tailoring.	2,739	1,546	787	231	37	6	5,346	10	5,356
	Albany	43	13	2	1			59		59
	Buffalo	188	34	24	10			254	3	257
	Ithaca	24	10					34		34
	New York City	2,167	1,311	684	184	24	3	4,373	7	4,380
	Poughkeepsie	11					1	12		12
	Rochester	117	106	60	20	7	2	311		311
	Schenectady	31			1			32		32
	Syracuse	4	20	10	4	2		40		40
	Troy	29	10					39		39
	Utica	12	9	2	4	2		29		29
1	Men's furnishings	109	230	125	113	19	11	607		607
	New York City	101	198	103	64	9		465		465
	Troy	1	1	4	17	1	8	32		32
2-a.	Dressmaking.	1,608	1,669	923	435	32	2	4,669		4,669
	Albany	5	13	4	1	1		24		24
	Buffalo	76	49	12	7			145		145
	New York City	1,331	1,531	881	412	30	2	4,237		4,237
	Rochester	118	46	2	1			167		167
	Troy	10	8	3	3			23		23
2	Women's white goods and furnishings.	152	242	201	110	13	3	721		721
	New York City	139	231	194	105	11	2	682		682
3	Men's hats and caps.	67	146	53	24	7	3	300		300
	New York City	55	142	50	22	3	1	273		273
4-a.	Artificial feathers and flowers	120	241	80	37	1		479	4	483
	New York City	116	241	80	37	1		476	4	479
4-b.	Millinery	551	300	94	49	2		996		996
	Albany	10	13	2				25		25
	Buffalo	60	28	4	2			84		84
	Glens Falls	5	6					11		11
	Kingston	13						13		13
	New York City	363	182	87	43	2		677		677
	Rochester	61	18	1	4			84		84
	Schenectady	1	11					12		12
	Troy	7	14					21		21
5	Miscellaneous needle work.	113	181	66	25	2		387		387
	New York City	106	168	64	25	2		365		365
6-a.	Laundries (non-Chinese)	1,011	332	116	61	7		1,527	2	1,529
	Albany	7	6	1	2			16		16
	Buffalo	5	9	12	6			32		32
	New York City	866	149	60	32	3		1,116	1	1,117
	Rochester		8	2	4	2		16		16
	Syracuse	2	5	5				15		15
	Troy	3	6	1	6	1		16		16

Table XV.—Size of Factories Inspected, Year Ended September 30, 1910: By Industries—Continued.

In- dustry num- ber.	INDUSTRY AND LOCALITY.  [Only localities with ten or more factories in an industry are specified.]	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.—Concluded.</b>									
6-a <sup>1</sup> ....	Chinese laundries.....	735	14					739	11	750
	New York City.....	680	7					687	3	690
	Schenectady.....	19	1					20		20
	Yonkers.....	12	1					13		13
6-b.....	Cleaning and dyeing.....	98	60	13	5			176	1	177
	Buffalo.....	19	5	1				25		25
	New York City.....	60	41	12	5			108	1	109
7.....	Clip sorting.....	72	74	18	4	1		169		169
	Buffalo.....	5	9	4	2			20		20
	New York City.....	55	46	4	1	1		107		107
	<b>Total.....</b>	<b>7,365</b>	<b>5,035</b>	<b>2,476</b>	<b>1,094</b>	<b>121</b>	<b>25</b>	<b>16,116</b>	<b>28</b>	<b>16,144</b>
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1-a.....	Flour and other cereal products.....	321	88	16	7	3		435		435
	Buffalo.....	3	4	2	4	2		15		15
	New York City.....	9	5	4	1			19		19
1.....	Other grocery products.....	84	131	67	73	15	4	374		374
	Buffalo.....	7	9	1				17		17
	New York City.....	43	60	32	22	3	3	163		163
	Rochester.....	4	5	3	1	2		15		15
2.....	Provisions.....	39	55	20	8	3	3	128		128
	Buffalo.....	6	18	5	2	1	1	31		31
	New York City.....	16	23	16	6	2	2	70		70
3.....	Dairy products.....	160	114	21	11	1		307	1	308
	New York City.....	5	7	1	3			16		16
4-c.....	Bread and other bakery products.....	3,135	585	31	18	1		3,770	192	3,962
	Albany.....	42	8					51	13	64
	Amsterdam.....	11	1					12		12
	Auburn.....	22	3					25		25
	Buffalo.....	147	16	1	2			166	24	190
	Cohoes.....	12	2					14		14
	Hudson.....	11						11		11
	Kingston.....	11	2					13	2	15
	Lockport.....	7	2					9	1	10
	Mount Vernon.....	16	6					21		21
	New York City.....	1,990	424	26	16	1		2,455	34	2,489
	Newburgh.....	12	4					16		16
	Niagara Falls.....	10	3					13	5	18
	Poughkeepsie.....	14	2	1				17	1	18
	Rochester.....	70	14	2				86	20	106
	Schenectady.....	26	6					31		31
	Syracuse.....	66	8					74	9	83
	Troy.....	32	9					41		41
	Utica.....	24	2					26	2	28
	Yonkers.....	51	4					55		55
4-d.....	Confectionery and ice cream.....	525	112	49	33	8	2	729	11	740
	Albany.....	16	3	1	1			20	2	22
	Buffalo.....	13	13	3	4			33	1	34
	New York City.....	408	63	33	22	7	2	535	8	543
	Rochester.....	4	2	4	2	1		13		13
	Troy.....	9	5					14		14
4.....	Macaroni, crackers, etc.....	73	19	14	11	2	1	120	1	121
	New York City.....	61	11	9	3		1	80		81
5.....	Beverages.....	304	263	130	34	4		735		735
	Albany.....	7	5	6				18		18
	Buffalo.....	20	23	18	3			64		64
	Hammondsport.....	6	5	1				11		11
	New York City.....	101	120	69	22	4		316		316
	Rochester.....	1	4	5	4			14		14
	Saratoga Springs.....	7	5					12		12
	Syracuse.....	3	2	6	1			11		11
	Troy.....	4	5	6				14		14
	Yonkers.....	4	6					10		10

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Table XV.—Size of Factories Inspected, Year Ended September 30, 1910: By Industries — Concluded.

In- dustry num- ber.	INDUSTRY AND LOCALITY.  [Only localities with ten or more factories in an industry are specified.]	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
<b>X. FOOD, LIQUORS AND TOBACCO— Concluded.</b>										
6-b.....	Cigars.....	722	306	93	58	15	8	1,202	8	1,210
	Albany.....	23	9	1	1			34		34
	Binghamton.....	8	8	4	3	2		27		27
	Buffalo.....	42	23	4	1			70	6	76
	Elmira.....	10	4					14		14
	Utica.....	9	1	1				11		11
	New York City.....	375	159	60	49	10	6	659		659
	Rochester.....	33	5	2				40		40
	Rome.....	7	2	2				11		11
	Schenectady.....	8	4					12		12
	Syracuse.....	10	6	1		1		18		18
	Troy.....	12	4	6				21		21
	Utica.....	8	6					14		14
6.....	Other tobacco products.....	46	22	12	9	3	2	94		94
	New York City.....	42	16	6	5	3	2	74		74
	Total.....	5,409	1,695	453	262	55	20	7,894	213	8,107
<b>XI. WATER, LIGHT AND POWER.</b>										
1.....	Water.....	32	10	3				45		45
2.....	Gas.....	29	39	7	15	3		93		93
	New York City.....	4	13	3	12	2		34		34
4.....	Electric light and power.....	135	128	14	11	4	1	293		293
	New York City.....	18	62	3	7	3	1	84		84
5.....	Steam heat and power.....	44	14	1	1			60		60
	New York City.....	35	7		1			43		43
6.....	Garbage disposal, etc.....		1					1		1
	Total.....	240	192	25	27	7	1	492		492
<b>XII. BUILDING INDUSTRY.</b>										
1.....	Carpenters' shop.....	35	26	3				64		64
	New York City.....	26	21	2				49		49
2.....	Paint shop.....	23	8	1				32		32
	New York City.....	20	7					27		27
3.....	Plumbers' shop.....	1	8	1				10		10
	Total.....	59	42	5				106		106
	Grand Total.....	19,090	13,836	5,739	3,470	630	217	42,982	243	43,225

TABLE XVI.—SIZE OF FACTORIES INSPECTED IN FIRST AND SECOND CLASS CITIES, YEAR ENDED SEPTEMBER 30, 1910: BY INDUSTRIES.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>ALBANY.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1	Stone.	1	1					2		2
4	Brick, tile and pottery.		1	4				5		5
5	Glass.		1					1		1
	<b>Total</b>	1	3	4				8		8
	<b>II. METALS, MACHINES AND CONVEYANCES.</b>									
1	Gold, silver and precious stones.	2						2		2
2-f	Sheet metal work.	2	1	1				4		4
2	Other products of copper, lead, zinc, etc.	5						5		5
3-u	Machinery.	3	4		1			8		8
3	Other iron and steel products.	7	7	3	4	2		23		23
4	Electrical apparatus.	7						7		7
5-a	Carriages, wagons and sleighs.	3	6	1				10		10
5	Other vehicles.	1		3			1	5		5
7	Agricultural implements.				1			1		1
8	Instruments and appliances.		1			1		2		2
	<b>Total</b>	30	19	8	6	3	1	67		67
	<b>III. WOOD MANUFACTURES.</b>									
1	Saw mill products.	3	1					4		4
2-a	House trim.		6	1				7		7
2	Other planing mill products.		5					5		5
3	Cooperage.	1						1		1
4	Wood, turned and carved.	4	2		1			7		7
5-a	Furniture and upholstery.	2	3					5		5
5	Cabinet work.	3	2	2				7		7
6	Pianos, organs, etc.		1	1				2		2
7	Brooms, cork, etc.		1					1		1
	<b>Total</b>	13	21	4	1			39		39
	<b>IV. LEATHER AND RUBBER GOODS.</b>									
2	Furs and fur goods.	3						3		3
3	Leather and canvas goods.	6	2	1				9		9
4	Rubber and gutta percha goods.	3						3		3
5	Articles of pearl, horn, bone, hair, etc.	2						2		2
	<b>Total</b>	14	2	1				17		17
	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>									
1	Drugs and chemicals.	1	2		2			5		5
4	Animal oil products.	1	1					2		2
5	Mineral oil products.			1				1		1
6	Soap, perfumery and cosmetics.	1						1		1
7	Miscellaneous chemical products.				1			1		1
	<b>Total</b>	3	3	1	3			10		10
	<b>VI. PAPER AND PULP.</b>									
2	Pulp and paper.			1				1		1
	<b>VII. PRINTING AND PAPER GOODS.</b>									
1	Type and printers' materials.	1						1		1
2	Paper goods.	1	1	2	4			8		8
3-a	Printing and publishing.	17	4	5	4		1	31		31
3	Bookbinding, lithographing, etc.	6	8	1	1			16		16
5	Photography.	1						1		1
	<b>Total</b>	26	13	8	9		1	57		57

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops closed or with- out em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>ALBANY—Concluded.</b>									
	<b>VIII. TEXTILES.</b>									
2.	Wool manufactures.		2					2		2
4.	Hosiery and knit goods.		1				1	2		2
8.	Other textiles of silk, wool or cotton.	1						1		1
7.	Oil cloth, window shades, etc.	1						1		1
	<b>Total.</b>	2	3				1	6		6
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>									
1-a.	Men's tailoring.	43	13	2	1			59		59
1.	Men's furnishings.		2		4	3		9		9
2-a.	Dressmaking.	5	13	4	1	1		24		24
3.	Women's white goods and furnish- ings.	1	1					1		1
3.	Men's hats and caps.	1	1					2		2
4-a.	Artificial feathers and flowers.							1		1
4-b.	Millinery.	10	13	2				25		25
5.	Miscellaneous needle work.	1						1		1
6-a.	Laundries (non-Chinese).	7	6	1	2			16		16
6-a.	Chinese laundries.	9						9		9
6-b.	Cleaning and dyeing.	2	2					4		4
7.	Clip sorting.	1	1	3				5		5
	<b>Total.</b>	80	52	12	8	4		156		156
	<b>X. FOOD, LIQUORS AND TO- BACCO.</b>									
1-a.	Flour and other cereal products.	1	1					2		2
1.	Other grocery products.	2	3	1				6		6
2.	Provisions.		2					2		2
3.	Dairy products.	2						2		2
4-c.	Bread and other bakery products.	42	8		1			51	13	64
4-d.	Confectionery and ice cream.	15	3	1	1			20	2	22
4.	Macaroni, crackers, etc.	1	1					2		2
5.	Beverages.	7	5	5	1			18		18
6-b.	Cigars.	23	9	1	1			34		34
6.	Other tobacco products.			1				1		1
	<b>Total.</b>	93	32	9	4			138	15	153
	<b>XI. WATER, LIGHT AND POWER.</b>									
1.	Water.			2				2		2
2.	Gas.	1	1	1				3		3
4.	Electric light and power.	1	1					2		2
5.	Steam heat and power.	1						1		1
	<b>Total.</b>	3	2	3				8		8
	<b>Total — Albany.</b>	265	150	51	31	7	3	507	15	522
	<b>BUFFALO.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1.	Stone.	2	5		1	1		9		9
2.	Miscellaneous mineral products.	1	2					3		3
3.	Lime, cement and plaster.	6	4	2				12		12
4.	Brick, tile and pottery.		3	4	2	1		10		10
5.	Glass.	1	5	3	3			12		12
	<b>Total.</b>	10	19	9	6	2		46		46

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 100.	200- 499.	500 +.			
	<b>BUFFALO—Continued.</b>									
	<b>II. METALS, MACHINES AND CONVEYANCES.</b>									
1.....	Gold, silver and precious stones....	6	10	3	3	.....	.....	22	.....	22
2-f.....	Sheet metal work.....	20	16	8	5	1	1	51	.....	51
2.....	Other products of copper, lead, zinc, etc.....	16	20	7	4	2	.....	49	.....	49
3-u.....	Machinery.....	11	19	12	5	2	.....	49	.....	49
3.....	Other iron and steel products.....	35	27	26	31	9	5	133	.....	133
4.....	Electrical apparatus.....	8	1	3	2	.....	.....	14	.....	14
5-a.....	Carriages, wagons and sleighs.....	14	14	2	1	1	.....	32	.....	32
5.....	Other vehicles.....	19	12	5	5	7	6	54	.....	54
6.....	Boat and ship building.....	1	.....	1	1	1	.....	4	.....	4
7.....	Agricultural implements.....	2	1	2	1	.....	.....	8	.....	8
8.....	Instruments and appliances.....	13	7	2	3	.....	.....	25	.....	25
9.....	Sorting old metals.....	1	.....	1	.....	.....	.....	2	.....	2
	<b>Total.....</b>	<b>146</b>	<b>127</b>	<b>72</b>	<b>61</b>	<b>25</b>	<b>12</b>	<b>443</b>	.....	<b>443</b>
	<b>III. WOOD MANUFACTURES.</b>									
2-a.....	House trim.....	6	4	9	6	3	.....	28	.....	28
2.....	Other planing mill products.....	2	6	1	4	.....	.....	13	.....	13
3.....	Cooperage.....	4	5	2	1	.....	.....	12	.....	12
4.....	Wood, turned and carved.....	12	10	1	1	1	.....	25	.....	25
5-a.....	Furniture and upholstery.....	14	12	3	8	1	.....	38	.....	38
5.....	Cabinet work.....	13	7	6	5	1	.....	32	.....	32
6.....	Pianos, organs, etc.....	1	2	.....	3	.....	.....	6	.....	6
7.....	Brooms, cork, etc.....	3	1	.....	.....	.....	.....	4	.....	4
	<b>Total.....</b>	<b>55</b>	<b>47</b>	<b>22</b>	<b>28</b>	<b>6</b>	.....	<b>158</b>	.....	<b>158</b>
	<b>IV. LEATHER AND RUBBER GOODS.</b>									
1.....	Leather.....	2	2	2	1	1	.....	8	.....	8
2.....	Furs and fur goods.....	7	6	1	.....	.....	.....	14	.....	14
3.....	Leather and canvas goods.....	22	24	8	8	1	.....	63	.....	63
4.....	Rubber and gutta percha goods.....	6	4	.....	1	1	.....	12	.....	12
5.....	Articles of pearl, horn, bone, hair, etc.....	11	6	.....	1	.....	.....	18	.....	18
	<b>Total.....</b>	<b>48</b>	<b>42</b>	<b>11</b>	<b>11</b>	<b>3</b>	.....	<b>115</b>	.....	<b>115</b>
	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>									
1.....	Drugs and chemicals.....	8	10	1	4	.....	.....	23	.....	23
2.....	Paints, dyes and colors.....	6	6	3	2	.....	.....	17	.....	17
3.....	Wood alcohol and essential oils.....	4	4	2	1	1	.....	12	.....	12
4.....	Animal oil products.....	2	.....	1	.....	.....	.....	3	.....	3
5.....	Mineral oil products.....	4	3	.....	1	.....	.....	8	.....	8
6.....	Soap, perfumery and cosmetics.....	1	4	2	1	.....	1	9	.....	9
7.....	Miscellaneous chemical products.....	1	.....	1	1	.....	.....	3	.....	3
	<b>Total.....</b>	<b>26</b>	<b>27</b>	<b>10</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>75</b>	.....	<b>75</b>
	<b>VI. PAPER AND PULP.</b>									
2.....	Pulp and paper.....	.....	.....	1	.....	.....	.....	1	.....	1
	<b>VII. PRINTING AND PAPER GOODS.</b>									
1.....	Type and printers' materials.....	1	2	.....	.....	.....	.....	3	.....	3
2.....	Paper goods.....	2	5	4	7	1	1	20	.....	20
3-a.....	Printing and publishing.....	33	40	11	8	2	.....	91	.....	94
3.....	Bookbinding, lithographing, etc.....	6	14	5	3	2	.....	30	.....	30
4.....	Wall paper.....	.....	.....	.....	1	.....	.....	1	.....	1
5.....	Photography.....	1	.....	.....	.....	.....	.....	1	.....	1
	<b>Total.....</b>	<b>43</b>	<b>61</b>	<b>20</b>	<b>19</b>	<b>5</b>	<b>1</b>	<b>149</b>	.....	<b>149</b>

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries—Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>BUFFALO—Concluded.</b>									
	<b>VIII. TEXTILES.</b>									
1.....	Silk and silk goods.....		1		1	2		4		4
2.....	Wool manufactures.....	2	1	1				4		4
3.....	Cotton goods.....		2		1			3		3
4.....	Hosiery and knit goods.....				1			1		1
5.....	Other textiles of silk, wool or cotton.		1					1		1
6.....	Flax, hemp and jute manufactures.				1			1		1
7.....	Oil cloth, window shades, etc.		1					1		1
	<b>Total.....</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>2</b>		<b>15</b>		<b>15</b>
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>									
1-a.....	Men's tailoring.....	186	34	24	10			254	3	257
1.....	Men's furnishings.....	1	5	2	1			9		9
2-a.....	Dressmaking.....	75	49	12	7			143		143
2.....	Women's white goods and furnish- ings.....	6	2					8		8
3.....	Men's hats and caps.....	4	1	1				6		6
4-a.....	Artificial feathers and flowers.....	2						2		2
4-b.....	Millinery.....	50	28	4	2			84		81
5.....	Miscellaneous needle work.....	1	5					6		6
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	5	9	12	6			32		32
6-a <sup>2</sup> .....	Chinese laundries.....	8						8		8
6-b.....	Cleaning and dyeing.....	19	5	1				25		25
7.....	Clip sorting.....	5	9	4	2			20		20
	<b>Total.....</b>	<b>362</b>	<b>147</b>	<b>60</b>	<b>28</b>			<b>597</b>	<b>3</b>	<b>600</b>
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1-a.....	Flour and other cereal products.....	3	4	2	4	2		15		15
1.....	Other grocery products.....	7	9	1				17		17
2.....	Provisions.....	6	18	3	2	1	1	31		31
3.....	Dairy products.....	2	3					5		5
4-c.....	Bread and other bakery products.....	147	16	1	2			166	24	190
4-d.....	Confectionery and ice cream.....	13	13	3	4			33	1	34
5.....	Macaroni, crackers, etc.....	2	3	1	2	1		9		9
6.....	Beverages.....	20	23	18	3			64		64
6-b.....	Cigars.....	42	23	4	1			70	5	75
6.....	Other tobacco products.....	1	2					3		3
	<b>Total.....</b>	<b>243</b>	<b>114</b>	<b>33</b>	<b>18</b>	<b>4</b>	<b>1</b>	<b>413</b>	<b>30</b>	<b>443</b>
	<b>XI. WATER, LIGHT AND POWER.</b>									
1.....	Water.....	1						1		1
2.....	Gas.....					1		1		1
4.....	Electric light and power.....	2	3					5		5
	<b>Total.....</b>	<b>3</b>	<b>3</b>			<b>1</b>		<b>7</b>		<b>7</b>
	<b>XII. BUILDING INDUSTRY.</b>									
2.....	Paint shops.....		1	1				2		2
	<b>Total — Buffalo.....</b>	<b>938</b>	<b>594</b>	<b>240</b>	<b>184</b>	<b>50</b>	<b>15</b>	<b>2,021</b>	<b>33</b>	<b>2,054</b>
	<b>NEW YORK CITY.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1.....	Stone.....	49	76	38	13	1		177		177
	<i>Manhattan and Bronx.....</i>	<i>22</i>	<i>39</i>	<i>17</i>	<i>4</i>			<i>82</i>		<i>82</i>
	<i>Brooklyn.....</i>	<i>14</i>	<i>21</i>	<i>10</i>	<i>4</i>			<i>49</i>		<i>49</i>
	<i>Queens.....</i>	<i>11</i>	<i>15</i>	<i>11</i>	<i>6</i>	<i>1</i>		<i>43</i>		<i>43</i>
	<i>Richmond.....</i>	<i>2</i>	<i>1</i>					<i>3</i>		<i>3</i>
2.....	Miscellaneous mineral products.....	9	7	3	1		1	21		21
	<i>Manhattan and Bronx.....</i>	<i>7</i>	<i>4</i>	<i>2</i>				<i>13</i>		<i>13</i>
	<i>Brooklyn.....</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>1</i>		<i>1</i>	<i>8</i>		<i>8</i>

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	NEW YORK CITY — Continued.									
	I. STONE, CLAY AND GLASS PRO- DUCTS—Concluded.									
3.....	Lime, cement and plaster.....	36	37	9	6		1	89		80
	Manhattan and Bronx.....	29	30	4	4			67		67
	Brooklyn.....	6	5	5	1			15		15
	Queens.....		2	2	1			5		5
	Richmond.....	1					1	2		2
4.....	Brick, tile and pottery.....	11	12	16	5	2		46		46
	Manhattan and Bronx.....	5	7	5				17		17
	Brooklyn.....	3	5	9	3			20		20
	Queens.....	2		1		1		4		4
	Richmond.....	1			2			3		3
5.....	Glass.....	40	94	38	14	1		187		127
	Manhattan and Bronx.....	27	78	19	6	1		129		129
	Brooklyn.....	13	17	15	7			52		52
	Queens.....			4	1			5		5
	Richmond.....		1					1		1
	Total — Group I.....	145	228	104	39	4	2	520		520
	Manhattan and Bronx.....	90	188	47	14	1		308		308
	Brooklyn.....	38	51	38	16		1	144		144
	Queens.....	13	17	18	7	2		57		57
	Richmond.....	4	2	1	2	1	1	11		11
	II. METALS, MACHINES AND CON- VEYANCES.									
1.....	Gold, silver and precious stones.....	281	280	68	27	4		660		660
	Manhattan and Bronx.....	251	259	64	18	3		595		595
	Brooklyn.....	30	21	4	9	1		65		65
2-f.....	Sheet metal work.....	158	116	31	24	7	3	339		339
	Manhattan and Bronx.....	87	78	22	11	1		197		197
	Brooklyn.....	66	36	9	11	3	1	126		126
	Queens.....	5	4		2	3	2	16		16
2.....	Other products of copper, lead, zinc, etc.....	215	209	99	56	12	2	593		593
	Manhattan and Bronx.....	166	151	73	35	9	1	425		425
	Brooklyn.....	66	52	22	19	2		151		151
	Queens.....		6	4	1	1	1	13		13
	Richmond.....	3			1			4		4
3-u.....	Machinery.....	152	167	41	12	2	4	378		378
	Manhattan and Bronx.....	100	113	26	3	1	1	244		244
	Brooklyn.....	43	46	12	5	1	3	110		110
	Queens.....	7	7	3				20		20
	Richmond.....	2	1		1			4		4
3.....	Other iron and steel products.....	231	327	149	78	8	6	799		799
	Manhattan and Bronx.....	162	230	100	31	5	2	530		530
	Brooklyn.....	62	88	41	43	2	3	237		237
	Queens.....	6	10	3	4	1		29		29
	Richmond.....	1	1				1	3		3
4.....	Electrical apparatus.....	62	66	24	18	2		172		172
	Manhattan and Bronx.....	48	62	22	11	2		143		143
	Brooklyn.....	16	4	2	6			27		27
	Queens.....				2			2		2
5-a.....	Carriages, wagons and sleighs.....	148	108	26	13	3		298		298
	Manhattan and Bronx.....	78	65	15	10	3		169		169
	Brooklyn.....	63	32	10	3			108		108
	Queens.....	3	5	1				9		9
	Richmond.....	6	6					12		12
5.....	Other vehicles.....	72	61	22	15	8	3	182		182
	Manhattan and Bronx.....	35	44	14	12	3	2	110		110
	Brooklyn.....	29	13	5	1	2		50		50
	Queens.....	5	3	3	1	3	1	16		16
	Richmond.....	3	1	1	1			6		6
6.....	Boat and ship building.....	10	20	8	12	2	2	54		54
	Manhattan and Bronx.....	3	5	2	2	1		13		13
	Brooklyn.....	5	10	1	3	1	1	21		21
	Queens.....		2	2	1			5		5
	Richmond.....	2	3	3	6		1	15		15



Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

Industry number.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with employ-ees.	Shops closed or without employ-ees.	Grand total.
		1-4.	5-19.	20-49.	50-199.	200-499.	500 +.			
	<b>NEW YORK CITY—Continued.</b>									
	<b>II. METALS, MACHINES AND CON- VEYANCES — Concluded.</b>									
7.....	Agricultural implements.....	2	3		1			6		6
	Manhattan and Bronx.....	1						1		1
	Brooklyn.....	1	2		1			4		4
	Queens.....		1					1		1
8.....	Instruments and appliances.....	90	87	18	16	5	2	218		218
	Manhattan and Bronx.....	81	73	11	11	3		179		179
	Brooklyn.....	9	13	6	6	1	1	35		35
	Queens.....		1	1		1		3		3
	Richmond.....						1	1		1
9.....	Sorting old metals.....	2						2		2
	Manhattan and Bronx.....	1						1		1
	Brooklyn.....	1						1		1
	<b>Total — Group II.</b>	1,423	1,444	487	272	53	22	3,701		3,701
	Manhattan and Bronx.....	999	1,078	349	144	31	6	2,607		2,607
	Brooklyn.....	381	315	112	105	13	9	935		935
	Queens.....	26	39	22	14	8		114		114
	Richmond.....	17	12	4	9		3	45		45
	<b>III. WOOD MANUFACTURES.</b>									
1.....	Sawmill products.....	14	8	2				24		24
	Manhattan and Bronx.....	8	3	1				12		12
	Brooklyn.....	4	5	1				10		10
	Queens.....	1						1		1
	Richmond.....	1						1		1
2-a.....	House trim.....	49	92	43	28	1	1	214	2	216
	Manhattan and Bronx.....	24	60	19	12			115		115
	Brooklyn.....	17	26	19	11	1	1	75		77
	Queens.....	5	6	4	4			19		19
	Richmond.....	3		1				5		5
2.....	Other planing mill products.....	32	53	22	18	2		127		127
	Manhattan and Bronx.....	28	48	19	13	2		110		110
	Brooklyn.....	3	6	3	4			15		15
	Queens.....	1			1			2		2
3.....	Cooperage.....	18	17	5	1		1	42		42
	Manhattan and Bronx.....	7	8	1				16		16
	Brooklyn.....	9	8	1	1		1	20		20
	Queens.....	1	1	3				5		5
	Richmond.....	1						1		1
4.....	Wood turned and carved.....	119	102	19	8			248		248
	Manhattan and Bronx.....	78	78	17	4			177		177
	Brooklyn.....	40	23	2	3			68		68
	Queens.....	1	1		1			3		3
5-a.....	Furniture and upholstery.....	146	97	42	36			321		321
	Manhattan and Bronx.....	88	79	33	26			235		235
	Brooklyn.....	46	16	8	10			80		80
	Queens.....	1	1	1	1			4		4
	Richmond.....	1						2		2
5.....	Cabinet work.....	168	158	44	22	1		393		393
	Manhattan and Bronx.....	112	122	26	10			270		270
	Brooklyn.....	46	33	17	11			107		107
	Queens.....	1	3	1	1	1		6		6
6.....	Pianos, organs, etc.....	27	31	24	43	10	1	136		136
	Manhattan and Bronx.....	21	30	24	40	6	1	122		122
	Brooklyn.....	6	1		3			10		10
	Queens.....					4		4		4
7.....	Brooms, cork, etc.....	35	38	14	10	2	1	100		100
	Manhattan and Bronx.....	26	26	8	3			62		62
	Brooklyn.....	8	11	6	7			32		32
	Queens.....			1			1	2		2
	Richmond.....	2	1					3		3
	<b>Total — Group III.</b>	568	596	215	166	16	4	1,565	2	1,567
	Manhattan and Bronx.....	401	454	148	107	8	1	1,119		1,119
	Brooklyn.....	179	123	56	80	3	2	418		420
	Queens.....	10	12	10	8	5	1	46		46
	Richmond.....	8	3	1	1			12		12

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.	
		1-4.	5-10.	20- 49.	50- 199.	200- 499.	500 +.				
	NEW YORK CITY—Continued.										
	IV. LEATHER AND RUBBER GOODS.										
1.....	Leather.....	8	8	10	2			28		28	
	Manhattan and Bronx.....	7	4	3				14		14	
	Brooklyn.....	1	4	6	2			13		13	
	Queens.....			1				1		1	
2.....	Furs and fur goods.....	365	369	69	25	2		830		830	
	Manhattan and Bronx.....	330	349	61	20	2		762		762	
	Brooklyn.....	36	20	8	6			68		68	
3.....	Leather and canvas goods.....	259	301	105	57	8	4	734		734	
	Manhattan and Bronx.....	176	247	92	59	6		668		668	
	Brooklyn.....	80	62	12	17	3	4	168		168	
	Queens.....	3	2	1	1			7		7	
	Richmond.....	1						1		1	
4.....	Rubber and gutta percha goods.....	44	40	13	6	3	1	107		107	
	Manhattan and Bronx.....	36	34	12	4	1		87		87	
	Brooklyn.....	8	6	1	1	2		17		17	
	Queens.....		1		1		1	3		3	
5.....	Articles of pearl, horn, bone, hair, etc.....	105	148	52	30	2		337		337	
	Manhattan and Bronx.....	78	130	38	21	1		268		268	
	Brooklyn.....	26	11	6	7			62		62	
	Queens.....	1	7	6	2	1		17		17	
	Total — Group IV.....	781	866	240	120	15	5	2,036		2,036	
	Manhattan and Bronx.....	626	764	206	84	9		1,689		1,689	
	Brooklyn.....	160	92	36	32	6	4	318		318	
	Queens.....	4	10	8	4	1	1	28		28	
	Richmond.....	1						1		1	
	V. CHEMICALS, OILS, PAINTS, ETC.										
1.....	Drugs and chemicals.....	84	66	22	18	3		193		193	
	Manhattan and Bronx.....	61	46	14	7	1		128		128	
	Brooklyn.....	21	18	8	8	1		56		56	
	Queens.....	2	3		2	1		8		8	
	Richmond.....				1			1		1	
2.....	Paints, dyes and colors.....	61	60	33	17	2	2	175		175	
	Manhattan and Bronx.....	33	31	7	2	1	1	76		76	
	Brooklyn.....	26	20	17	9	1	1	73		73	
	Queens.....	3	8	7	2			20		20	
	Richmond.....		1	2	4			7		7	
3.....	Wood alcohol and essential oils.....	21	14	2	3			40		40	
	Manhattan and Bronx.....	17	12	1				30		30	
	Brooklyn.....	4	2	1	2			9		9	
	Richmond.....				1			1		1	
4.....	Animal oil products.....	10	7	1				18		18	
	Manhattan and Bronx.....	4	4	1				9		9	
	Brooklyn.....	4	3					7		7	
	Queens.....	2						2		2	
5.....	Mineral oil products.....	4	2	3	2	1	2	14		14	
	Brooklyn.....	4		2	2		1	9		9	
	Queens.....		1	1		1	1	4		4	
	Richmond.....							1		1	
6.....	Soap, perfumery and cosmetics.....	36	31	10	5	2		84		84	
	Manhattan and Bronx.....	28	23	9	6			66		66	
	Brooklyn.....	8	7	1		1		17		17	
	Queens.....		1					1		1	
	Richmond.....					1		1		1	
7.....	Miscellaneous chemical products.....	23	17	11	5	1		57		57	
	Manhattan and Bronx.....	18	13	4				36		36	
	Brooklyn.....	3	2	4	1	1		11		11	
	Queens.....		2	3	2			7		7	
	Richmond.....	2			2			4		4	
	Total — Group V.....	239	197	82	50	9	4	581		581	
	Manhattan and Bronx.....	161	128	36	14	2	1	342		342	
	Brooklyn.....	69	62	33	22	4	2	182		182	
	Queens.....	7	16	11	6	2	1	43		43	
	Richmond.....	2	2	2	8	1		16		16	

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber:	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	NEW YORK CITY—Continued.									
	VI. PAPER AND PULP.									
1.....	Sorting waste paper.....	11	17	6	1			35		35
	Manhattan and Bronz.....	10	17	6	1			33		33
	Brooklyn.....	1						2		2
2.....	Pulp and paper.....	2	3	2	2	1		10		10
	Manhattan and Bronz.....	1	1					2		2
	Brooklyn.....	1	1	1	2			5		5
	Queens.....			1				2		2
	Richmond.....					1		1		1
	Total—Group VI.....	13	20	8	3	1		45		45
	Manhattan and Bronz.....	11	18	6	1			35		35
	Brooklyn.....	2	1	2	2			7		7
	Queens.....		1	1				2		2
	Richmond.....					1		1		1
	VII. PRINTING AND PAPER GOODS.									
1.....	Type and printers' materials.....	15	18	4				37		37
	Manhattan and Bronz.....	13	12	4				29		29
	Brooklyn.....	1	6					7		7
	Richmond.....	1	1					2		2
2.....	Paper goods.....	62	165	122	60	7	1	420		420
	Manhattan and Bronz.....	53	145	102	42	6	1	348		348
	Brooklyn.....	9	19	19	15	2		64		64
	Queens.....		3	1	2			6		6
	Richmond.....		1					2		2
3-a.....	Printing and publishing.....	529	538	179	97	22	7	1,372		1,372
	Manhattan and Bronz.....	417	483	165	94	18	6	1,122		1,122
	Brooklyn.....	92	41	12	3	4	2	154		154
	Queens.....	11	10	1				22		22
	Richmond.....	9	4					13		13
3.....	Bookbinding, lithographing, etc.....	154	224	102	60	8	3	557		557
	Manhattan and Bronz.....	139	214	96	57	6	2	514		514
	Brooklyn.....	14	10	6	9	2	1	42		42
	Queens.....	1	1					2		2
4.....	Wall paper.....	1	2	2	2	1		8		8
	Manhattan and Bronz.....	1		1	1			3		3
	Brooklyn.....		2	1	1	1		5		5
5.....	Photography.....	20	16	1	1			38		38
	Manhattan and Bronz.....	20	14	1				35		35
	Brooklyn.....		2		1			3		3
	Total—Group VII.....	781	966	410	226	38	11	2,432		2,432
	Manhattan and Bronz.....	645	868	369	184	29	8	2,111		2,111
	Brooklyn.....	116	79	37	29	9	3	273		273
	Queens.....	12	13	3	2			30		30
	Richmond.....	10	6	1	1			18		18
	VIII. TEXTILES.									
1.....	Silk and silk goods.....	11	20	20	18	7	1	77		77
	Manhattan and Bronz.....	8	14	16	11	3		51		51
	Brooklyn.....	2	6	3	4		1	16		16
	Queens.....	1	1	1	3	4		10		10
	Richmond.....			1				1		1
2.....	Wool manufactures.....	16	13	4	6			39		39
	Manhattan and Bronz.....	11	10	3	3			27		27
	Brooklyn.....	6	3	1	2			11		11
	Queens.....				1			1		1
3.....	Cotton goods.....	5	19	9	3	1		37		37
	Manhattan and Bronz.....	3	16	7	2	1		29		29
	Brooklyn.....	2	2	1	1			6		6
	Queens.....		1					1		1
	Richmond.....			1				1		1
4.....	Hosiery and knit goods.....	32	98	36	17	1		184		184
	Manhattan and Bronz.....	9	35	11	3			58		58
	Brooklyn.....	22	63	21	14			120		120
	Queens.....	1		4		1		6		6

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30 1910: By Industries—Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	NEW YORK CITY—Continued.									
	VIII. TEXTILES—Concluded.									
5.....	Other textiles of silk, wool or cotton.	88	199	78	42	5		412		412
	Manhattan and Bronz.	72	178	64	30	3		347		347
	Brooklyn	16	13	12	11	2		54		54
	Queens		7	2	1			10		10
	Richmond		1					1		1
6.....	Flax, hemp and jute manufactures	9	13	6	5	3	2	38		38
	Manhattan and Bronz.	6	10	3	2	1		22		22
	Brooklyn	3	3	2	2	2	2	14		14
	Queens			1	1			2		2
7.....	Oilcloth, window shades, etc.	16	13	2	3	1	1	36		36
	Manhattan and Bronz.	12	13	2	1			28		28
	Brooklyn	4			1			6		6
	Queens				1			1		1
	Richmond					1	1	2		2
	Total—Group VIII.	177	375	155	94	18	4	823		823
	Manhattan and Bronz.	121	276	106	62	8		562		562
	Brooklyn	54	89	40	35	4	3	225		225
	Queens	2	9	8	7	6		31		31
	Richmond		1	2		1	1	5		5
	IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.									
1-a.....	Men's tailoring.	2,167	1,311	684	184	24	3	4,373	7	4,380
	Manhattan and Bronz.	1,410	897	492	137	19	2	3,057	6	3,063
	Brooklyn	738	311	191	46	5	1	1,290	1	1,291
	Queens	19	3	1	1			24		24
	Richmond	2						2		2
1.....	Men's furnishings	101	198	103	54	9		465		465
	Manhattan and Bronz.	86	177	75	38	5		381		381
	Brooklyn	15	21	28	15	4		81		81
	Queens			2	1			3		3
2-a.....	Dressmaking.	1,381	1,531	881	412	30	2	4,237		4,237
	Manhattan and Bronz.	1,075	1,352	812	389	28	2	3,658		3,658
	Brooklyn	308	178	68	23	2		573		573
	Queens	3	1	1				6		6
	Richmond	1						1		1
2.....	Women's white goods and fur- nishings.	139	231	194	105	11	2	682		682
	Manhattan and Bronz.	130	208	173	91	9	1	612		612
	Brooklyn	9	21	19	13		1	63		63
	Queens		1	2	1	1		6		6
	Richmond		1					2		2
3.....	Men's hats and caps.	55	142	50	22	3	1	273		273
	Manhattan and Bronz.	47	133	47	17			244		244
	Brooklyn	8	9	3	4	2	1	27		27
	Queens			1	1			2		2
4-a.....	Artificial feathers and flowers.	116	241	80	37	1		475	4	479
	Manhattan and Bronz.	106	232	80	36	1		454	4	458
	Brooklyn	11	6					17		17
	Queens		2		1			3		3
	Richmond		1					1		1
4-b.....	Millinery.	363	182	87	43	2		677		677
	Manhattan and Bronz.	281	151	84	42	2		540		540
	Brooklyn	101	31	3	1			136		136
	Queens	1						1		1
5.....	Miscellaneous needle work.	106	108	64	25	2		365		365
	Manhattan and Bronz.	91	155	68	24	2		334		334
	Brooklyn	16	8	6	1			29		29
	Queens		1	1				2		2
6-a'.....	Laundries (non-Chinese).	860	149	66	32	3		1,110		1,117
	Manhattan and Bronz.	675	104	48	21	3		851	1	852
	Brooklyn	178	37	16	10			241		241
	Queens	12	7	2	1			22		22
	Richmond	1	1					2		2

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries—Continued.

In- dustry number.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	NEW YORK CITY—Continued.									
	IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.—Concluded.									
6-a	Chinese laundries.....	580	7					587	3	590
	Manhattan and Bronx.....	506	6					512	2	514
	Brooklyn.....	222						222		222
	Queens.....	47	1					48	1	49
	Richmond.....	6						6		6
6-b	Cleaning and dyeing.....	50	41	12	5			108	1	109
	Manhattan and Bronx.....	39	31	7	3			80	1	81
	Brooklyn.....	10	9	6				24		24
	Queens.....	1			2			3		3
	Richmond.....		1					1		1
7	Clip sorting.....	55	46	4	1	1		107		107
	Manhattan and Bronx.....	44	37	2	1	1		86		86
	Brooklyn.....	11	9	2				22		22
	Total—Group IX.....	5,979	4,247	2,225	920	86	8	13,465	16	13,481
	Manhattan and Bronx.....	4,269	3,687	1,878	799	70	6	10,608	14	10,622
	Brooklyn.....	1,618	640	338	113	13	3	2,726	1	2,726
	Queens.....	83	16	9	8	2		118	1	119
	Richmond.....	9	4			1		14		14
	X. FOOD, LIQUORS AND TOBACCO.									
1-a	Flour and other cereal products.....	9	5	4		1		19		19
	Manhattan and Bronx.....	7	1			1		9		9
	Brooklyn.....	2	4	3				9		9
	Richmond.....			1				1		1
1	Other grocery products.....	43	60	32	22	3	3	163		163
	Manhattan and Bronx.....	25	45	23	17	1		111		111
	Brooklyn.....	17	16	9	4	2	2	49		49
	Queens.....				1		1	2		2
	Richmond.....	1						1		1
2	Provisions.....	16	28	16	6	2	2	70		70
	Manhattan and Bronx.....	12	18	11	5	2	2	50		50
	Brooklyn.....	4	10	4	1			19		19
	Queens.....			1				1		1
3	Dairy products.....	5	7	1	3			16		16
	Manhattan and Bronx.....	3	2	1	2			8		8
	Brooklyn.....	1	4		1			6		6
	Queens.....	1	1					2		2
4-c	Bread and other bakery products.....	1,990	424	25	15	1		2,455	34	2,489
	Manhattan and Bronx.....	987	273	18	11			1,287	24	1,311
	Brooklyn.....	811	128	6	4	1		950	9	959
	Queens.....	148	19	3				168	1	169
	Richmond.....	46	4					60		60
4-d	Confectionery and ice cream.....	408	63	33	22	7	2	535	8	543
	Manhattan and Bronx.....	210	46	23	17	6	1	301	2	303
	Brooklyn.....	191	18	9	6	2	1	226	6	232
	Queens.....	6		1				7		7
	Richmond.....	1						1		1
4	Macaroni, crackers, etc.....	61	11	9	8		1	90	1	91
	Manhattan and Bronx.....	40	6	6	5		1	68	1	69
	Brooklyn.....	21	5	3	2			31		31
	Queens.....				1			1		1
5	Beverages.....	101	120	69	22	4		316		316
	Manhattan and Bronx.....	66	69	42	14	4		176		176
	Brooklyn.....	34	41	20	6			101		101
	Queens.....	7	12	4	2			25		25
	Richmond.....	4	8	3				15		15
6-b	Cigars.....	375	159	60	49	10	6	659		659
	Manhattan and Bronx.....	226	129	54	49	9	6	473		473
	Brooklyn.....	137	26	6				169		169
	Queens.....	9	3			1		13		13
	Richmond.....	3	1					4		4

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	NEW YORK CITY—Concluded.									
	X. FOOD, LIQUORS AND TOBACCO									
	—Concluded.									
6.....	Other tobacco products.....	42	16	6	5	3	2	74	.....	74
	Manhattan and Bronz.....	34	14	5	4	3	1	61	.....	61
	Brooklyn.....	7	1	1	1	.....	1	11	.....	11
	Queens.....	.....	1	.....	.....	.....	.....	1	.....	1
	Richmond.....	1	.....	.....	.....	.....	.....	1	.....	1
	Total — Group X.....	3,050	893	255	152	31	16	4,397	43	4,440
	Manhattan and Bronz.....	1,600	592	181	124	25	11	2,533	27	2,560
	Brooklyn.....	1,225	252	61	24	5	4	1,571	16	1,586
	Queens.....	109	36	9	4	1	1	220	1	221
	Richmond.....	56	13	4	.....	.....	.....	73	.....	73
	XI. WATER, LIGHT AND POWER.									
1.....	Water.....	5	2	.....	.....	.....	.....	7	.....	7
	Manhattan and Bronz.....	.....	1	.....	.....	.....	.....	1	.....	1
	Brooklyn.....	2	.....	.....	.....	.....	.....	2	.....	2
	Queens.....	2	1	.....	.....	.....	.....	3	.....	3
	Richmond.....	1	.....	.....	.....	.....	.....	1	.....	1
2.....	Gas.....	4	13	3	12	2	.....	34	.....	34
	Manhattan and Bronz.....	1	5	.....	8	.....	.....	14	.....	14
	Brooklyn.....	.....	5	2	4	.....	.....	11	.....	11
	Queens.....	2	3	.....	2	.....	.....	7	.....	7
	Richmond.....	1	.....	1	.....	.....	.....	2	.....	2
4.....	Electric light and power.....	18	52	3	7	3	1	84	.....	84
	Manhattan and Bronz.....	2	30	1	2	2	1	38	.....	38
	Brooklyn.....	11	13	1	3	1	.....	29	.....	29
	Queens.....	4	7	1	1	.....	.....	13	.....	13
	Richmond.....	1	2	.....	.....	.....	.....	4	.....	4
5.....	Steam heat and power.....	35	7	.....	1	.....	.....	43	.....	43
	Manhattan and Bronz.....	30	6	.....	1	.....	.....	37	.....	37
	Brooklyn.....	5	1	.....	.....	.....	.....	6	.....	6
	Total — Group XI.....	62	74	6	20	5	1	168	.....	168
	Manhattan and Bronz.....	33	42	1	11	2	1	90	.....	90
	Brooklyn.....	18	19	3	7	1	.....	48	.....	48
	Queens.....	8	11	1	1	2	.....	23	.....	23
	Richmond.....	5	2	1	1	.....	.....	7	.....	7
	XII. BUILDING INDUSTRY.									
1.....	Carpenters' shops.....	26	21	2	.....	.....	.....	49	.....	49
	Manhattan and Bronz.....	14	12	2	.....	.....	.....	28	.....	28
	Brooklyn.....	10	5	.....	.....	.....	.....	15	.....	15
	Queens.....	2	2	.....	.....	.....	.....	4	.....	4
	Richmond.....	.....	2	.....	.....	.....	.....	2	.....	2
2.....	Paint shops.....	20	7	.....	.....	.....	.....	27	.....	27
	Manhattan and Bronz.....	12	7	.....	.....	.....	.....	19	.....	19
	Brooklyn.....	8	.....	.....	.....	.....	.....	8	.....	8
3.....	Plumbers' shops (Manhattan and Bronz.).....	.....	1	.....	.....	.....	.....	1	.....	1
	Total — Group XII.....	46	29	2	.....	.....	.....	77	.....	77
	Manhattan and Bronz.....	26	20	2	.....	.....	.....	48	.....	48
	Brooklyn.....	18	5	.....	.....	.....	.....	23	.....	23
	Queens.....	2	2	.....	.....	.....	.....	4	.....	4
	Richmond.....	.....	2	.....	.....	.....	.....	2	.....	2
	Total — New York City.....	13,294	9,933	4,198	2,062	276	77	29,840	61	29,901
	Manhattan and Bronz.....	8,980	7,983	3,327	1,644	185	53	22,032	41	22,073
	Brooklyn.....	5,868	1,723	765	435	57	31	8,889	18	8,907
	Queens.....	336	181	100	61	29	5	715	2	717
	Richmond.....	110	46	16	22	5	5	204	.....	204

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-10.	20- 49.	50- 100.	200- 1000.	500 +.			
	<b>ROCHESTER.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1.....	Stone.....	1	2		1			4		4
2.....	Miscellaneous mineral products.....		1					1		1
3.....	Lime, cement and plaster.....		3					3		3
4.....	Brick, tile and pottery.....	1		1	2			4		4
5.....	Glass.....	2	2		1	1		6		6
	<b>Total.....</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>1</b>		<b>18</b>		<b>18</b>
	<b>II. METALS, MACHINES AND CONVEYANCES.</b>									
1.....	Gold, silver and precious stones.....	3	3		1			7		7
2-f.....	Sheet metal work.....	7	17	8	2	2		36		36
2.....	Other products of copper, lead, sinc, etc.....	8	7	2	2	2		21		21
3-u.....	Machinery.....	15	12	9	6	3		45		45
3.....	Other iron an steel products.....	12	21	12	13			58		58
4.....	Electrical apparatus.....	4	4	1		1		10		10
5-a.....	Carriages, wagons and sleighs.....	1	10	3		1		15		15
5.....	Other vehicles.....	8	5	2	3	1		19		19
7.....	Boat and ship building.....		3	1				4		4
8.....	Instruments and appliances.....	3	8	4	8	4	3	30		30
	<b>Total.....</b>	<b>61</b>	<b>90</b>	<b>42</b>	<b>35</b>	<b>13</b>	<b>4</b>	<b>245</b>		<b>245</b>
	<b>III. WOOD MANUFACTURES.</b>									
2-a.....	House trim.....	6	8	7	8			29		29
2.....	Other planing mill products.....	2	1	2	2			7		7
3.....	Cooperage.....			2				2		2
4.....	Wood, turned and carved.....	15	8	4	2			26		26
5-a.....	Furniture and upholstery.....	6	5	4	4	2		21		21
5.....	Cabinet work.....	4	3	2	3		1	13		13
6.....	Pianos, organs, etc.....		2	1	1			4		4
7.....	Brooms, cork, etc.....	1	1	2				4		4
	<b>Total.....</b>	<b>34</b>	<b>28</b>	<b>21</b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>106</b>		<b>106</b>
	<b>IV. LEATHER AND RUBBER GOODS.</b>									
1.....	Leather.....	1	1		1			3		3
2.....	Furs and fur goods.....	2	4	1				7		7
3.....	Leather and canvas goods.....	10	25	6	19	7	4	71		71
4.....	Rubber and gutta percha goods.....	3	3					6		6
5.....	Articles of pearl, horn, bone, hair, etc.....	1	6	1	2	1	1	12		12
	<b>Total.....</b>	<b>17</b>	<b>39</b>	<b>8</b>	<b>22</b>	<b>8</b>	<b>5</b>	<b>99</b>		<b>99</b>
	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>									
1.....	Drugs and chemicals.....	5	4	1	1			11		11
2.....	Paints, dyes and colors.....	1	5	1	1			8		8
3.....	Wood alcohol and essential oils.....			1				1		1
4.....	Animal oil products.....			1		1		2		2
6.....	Soap, perfumery and cosmetics.....	1	2	1				4		4
7.....	Miscellaneous chemical products.....	1	3					4		4
	<b>Total.....</b>	<b>8</b>	<b>14</b>	<b>5</b>	<b>2</b>	<b>1</b>		<b>30</b>		<b>30</b>
	<b>VI. PAPER AND PULP.</b>									
2.....	Pulp and paper.....			1				1		1

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>ROCHESTER—Concluded.</b>									
	<b>VII. PRINTING AND PAPER Goods.</b>									
1.....	Type and printers' materials.....	1	1					2		2
2.....	Paper goods.....	2	10	5	7			24		24
3-a.....	Printing and publishing.....	20	25	6	7			58		58
3.....	Bookbinding, lithographing, etc.....	1	7	3	3	1		15		15
5.....	Photography.....				1			1		1
	<b>Total.....</b>	<b>24</b>	<b>43</b>	<b>14</b>	<b>18</b>	<b>1</b>		<b>100</b>		<b>100</b>
	<b>VIII. TEXTILES.</b>									
2.....	Wool manufactures.....		1		1			2		2
4.....	Hosiery and knit goods.....					1		1		1
5.....	Other textiles of silk, wool or cotton.....	3	2		2			7		7
7.....	Oilcloth, window shades, etc.....		1					1		1
	<b>Total.....</b>	<b>3</b>	<b>4</b>		<b>3</b>	<b>1</b>		<b>11</b>		<b>11</b>
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>									
1-a.....	Men's tailoring.....	117	105	60	20	7	2	311		311
1.....	Men's furnishings.....	2	4	1	2			9		9
2-a.....	Dressmaking.....	118	46	2	1			167		167
2.....	Women's white goods and furnish- ings.....	6	2					8		8
3.....	Men's hats and caps.....	3	1					4		4
4-a.....	Artificial feathers and flowers.....	1						1		1
4-b.....	Millinery.....	61	18	1	4			84		84
5.....	Miscellaneous needle work.....	1	2					3		3
5-a.....	Laundries (non-Chinese).....		8	2	4	2		16		16
6-b.....	Cleaning and dyeing.....	5	3					8		8
7.....	Clip sorting.....	2	4	3				9		9
	<b>Total.....</b>	<b>316</b>	<b>193</b>	<b>69</b>	<b>31</b>	<b>9</b>	<b>2</b>	<b>620</b>		<b>620</b>
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1-a.....	Flour and other cereal products.....	3	4	2				9		9
1.....	Other grocery products.....	4	5	3	4	2		18		18
2.....	Provisions.....	2						2		2
3.....	Dairy products.....		2					2		2
4-c.....	Bread and other bakery products.....	70	14	2				86	20	106
4-d.....	Confectionery and ice cream.....	4	2	4	2	1		13		13
4.....	Macaroni, crackers, etc.....	2	2					4		4
5.....	Beverages.....	1	4	5	4			14		14
5-b.....	Cigars.....	33	5	2				40		40
6.....	Other tobacco products.....			1				1		1
	<b>Total.....</b>	<b>119</b>	<b>38</b>	<b>19</b>	<b>10</b>	<b>3</b>		<b>189</b>	<b>20</b>	<b>209</b>
	<b>XI. WATER, LIGHT AND POWER.</b>									
2.....	Gas.....				1			1		1
4.....	Electric light and power.....	2	4	1	1			8		8
5.....	Steam heat and power.....	3						3		3
6.....	Garbage disposal, etc.....		1					1		1
	<b>Total.....</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>2</b>			<b>13</b>		<b>13</b>
	<b>XII. BUILDING INDUSTRY.</b>									
1.....	Carpenters' shops.....	1						1		1
2.....	Paint shops.....	2						2		2
	<b>Total.....</b>	<b>3</b>						<b>3</b>		<b>3</b>
	<b>Total — Rochester.....</b>	<b>594</b>	<b>462</b>	<b>181</b>	<b>147</b>	<b>39</b>	<b>12</b>	<b>1,435</b>	<b>20</b>	<b>1,455</b>



Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.	
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.				
SCHENECTADY.											
I. STONE, CLAY AND GLASS PRODUCTS.											
1.....	Stone.....	2	5		1			8		8	
2.....	Miscellaneous mineral products.....			1	1			2		2	
3.....	Lime, cement and plaster.....		2	1				3		3	
4.....	Brick, tile and pottery.....		1					1		1	
Total.....		2	8	2	2			14		14	
II. METALS, MACHINES AND CONVEYANCES.											
2-f.....	Sheet metal work.....	5	3					8		8	
3-u.....	Machinery.....	3						3		3	
3.....	Other iron and steel products.....	1						1		1	
4.....	Electrical apparatus.....		1		1		1	3		3	
5-a.....	Carriages, wagons and sleighs.....	5	1					6		6	
5.....	Other vehicles.....	3	5	2			1	11		11	
7.....	Agricultural implements.....				1			1		1	
Total.....		17	10	2	2		2	33		33	
III. WOOD MANUFACTURES.											
2-a.....	House trim.....	2	1	3				6		6	
5-a.....	Furniture and upholstery.....	1	1					2		2	
7.....	Brooms, cork, etc.....			1				1		1	
Total.....		3	2	4				9		9	
IV. LEATHER AND RUBBER GOODS.											
3.....	Leather and canvas goods.....	4						4		4	
V. CHEMICALS, OILS, PAINTS, ETC.											
1.....	Drugs and chemicals.....		1					1		1	
2.....	Paints, dyes and colors.....		1					1		1	
Total.....			2					2		2	
VII. PRINTING AND PAPER GOODS.											
2.....	Paper goods.....		1					1		1	
3-a.....	Printing and publishing.....	10	1	3	2			16		16	
3.....	Bookbinding, lithographing, etc.....		1					1		1	
Total.....		10	3	3	2			18		18	
VIII. TEXTILES.											
3.....	Cotton goods.....		1					1		1	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.											
1-a.....	Men's tailoring.....	31			1			32		32	
1.....	Men's furnishings.....		2					2		2	
2-a.....	Dressmaking.....	1	2	2				5		5	
2.....	Women's white goods and furnish- ings.....				1			1		1	
4-b.....	Millinery.....	1	11					12		12	
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	3	4	1				8		8	
6-a <sup>2</sup> .....	Chinese laundries.....	19	1					20		20	
6-b.....	Cleaning and dyeing.....	1	1					2		2	
Total.....		56	21	3	2			82		82	

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>SCHENECTADY — Concluded.</b>									
	X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....		2					2		2
2.....	Provisions.....		1					1		1
4-c.....	Bread and other bakery products.....	25	6					31		31
4-d.....	Confectionery and ice cream.....	3	2					5		5
4.....	Macaroni, crackers, etc.....	1	1					1		1
5.....	Beverages.....	2	5					7		7
6-b.....	Cigars.....	8	4					12		12
	Total.....	39	20					59		59
	<b>XI. WATER, LIGHT AND POWER.</b>									
2.....	Gas.....		1					1		1
4.....	Electric light and power.....		1					1		1
	Total.....		2					2		2
	Total — Schenectady.....	131	69	14	8	2		224		224
	<b>SYRACUSE.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1.....	Stone.....	1						1		1
2.....	Miscellaneous mineral products.....		1					1		1
3.....	Lime, cement and plaster.....	1	4	3				8		8
4.....	Brick, tile and pottery.....			1			1	2		2
	Total.....	2	5	4			1	12		12
	<b>II. METALS, MACHINES AND CONVEYANCES.</b>									
1.....	Gold, silver and precious stones.....		2	1				3		3
2-f.....	Sheet metal work.....	1	2	1	1			5		5
2.....	Other products of copper, lead, zinc, etc.....	4	6	2	2			14		14
3-u.....	Machinery.....	2	6	5	6	1		20		20
3.....	Other iron and steel products.....	5	15	11	8	8	3	50		50
4.....	Electrical apparatus.....	1	1	1		1		4		4
5-a.....	Carriages, wagons and sleighs.....		1			1		2		2
5.....	Other vehicles.....	1	2	2	4	1		10		10
6.....	Boats and ship building.....	1						1		1
7.....	Agricultural implements.....			1	1	1		3		3
8.....	Instruments and appliances.....		1	1	1	1		4		4
	Total.....	15	36	25	23	12	5	116		116
	<b>III. WOOD MANUFACTURES.</b>									
2-a.....	House trim.....	8	10	4	1			23		23
2.....	Other planing mill products.....		2	1				3		3
3.....	Cooperage.....		2					2		2
4.....	Wood, turned and carved.....		4					4		4
5-a.....	Furniture and upholstery.....	1	2	1	3			7		7
5.....	Cabinet work.....	1	2	1	1			5		5
6.....	Pianos, organs, etc.....		1			1		2		2
7.....	Brooms, cork, etc.....		1	1				2		2
	Total.....	10	24	8	5	1		48		48
	<b>IV. LEATHER AND RUBBER GOODS.</b>									
1.....	Leather.....	1						1		1
3.....	Leather and canvas goods.....	4	7		2	2		15		15
5.....	Articles of pearl, horn, bone, hair, etc.....	1						1		1
	Total.....	6	7		2	2		17		17

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>SYRACUSE — Concluded.</b>									
	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b>									
1.....	Drugs and chemicals.....		2	1	1	1		5		5
2.....	Paints, dyes and colors.....		2					2		2
4.....	Animal oil products.....			1	1			2		2
5.....	Mineral oil products.....	1	2	2	1			6		6
6.....	Soap, perfumery and cosmetics.....	1	2	1				4		4
	Total.....	2	8	5	3	1		19		19
	<b>VII. PRINTING AND PAPER GOODS.</b>									
2.....	Paper goods.....		4	1	2			7		7
3-a.....	Printing and publishing.....	17	13	5	3			38		38
3.....	Bookbinding, lithographing, etc.....	1	3	3	2			9		9
	Total.....	18	20	9	7			54		54
	<b>VIII. TEXTILES.</b>									
2.....	Wool manufactures.....			2				2		2
4.....	Hosiery and knit goods.....				3			3		3
	Total.....			2	3			5		5
	<b>IX. CLOTHING MILLINERY, LAUN- DRY, ETC.</b>									
1-a.....	Men's tailoring.....	4	20	10	4	2		40		40
1.....	Men's furnishings.....		4	1				5		5
2-a.....	Dressmaking.....		3	2	2	1		8		8
4-b.....	Millinery.....		4					4		4
5.....	Miscellaneous needle work.....	2						2		2
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	2	8	5				15		15
6-b.....	Cleaning and dyeing.....		1					1		1
7.....	Clip sorting.....	2						2		2
	Total.....	10	40	18	6	3		77		77
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1-a.....	Flour and other cereal products.....	1	1	1	1			4		4
1.....	Other grocery products.....		2		3			5		5
2.....	Provisions.....		1					1		1
4-c.....	Bread and other bakery products.....	56	8					64	9	73
4-d.....	Confectionery and ice cream.....		3	3	1			7		7
4.....	Macaroni, crackers, etc.....	1	1	1	1			4		4
5.....	Beverages.....	3	2	5	1			11		11
6-b.....	Cigars.....	10	6	1		1		18		18
6.....	Other tobacco products.....		1					1		1
	Total.....	71	25	11	7	1		115	9	124
	<b>XI. WATER, LIGHT AND POWER.</b>									
2.....	Gas.....				1			1		1
4.....	Electric light and power.....		1					1		1
	Total.....		1		1			2		2
	<b>Total — Syracuse.....</b>	<b>134</b>	<b>166</b>	<b>82</b>	<b>57</b>	<b>20</b>	<b>6</b>	<b>465</b>	<b>9</b>	<b>474</b>
	<b>TROY.</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
1.....	Stone.....	3	1					4		4
4.....	Brick, tile and pottery.....	1	5	1				7		7
	Total.....	4	6	1				11		11

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.	
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.				
TROY—Continued.											
II. METALS, MACHINES AND CONVEYANCES.											
2.....	Copper, lead, zinc, etc. ....	9	4	1				14		14	
3-u.....	Machinery.....	7	5		2			14		14	
3.....	Other iron and steel products.....	5	8	3	5	2	1	25		25	
4.....	Electrical apparatus.....	1	1					2		2	
5-a.....	Carriages, wagons and sleighs.....	4	4					8		8	
5.....	Other vehicles.....	4	1	1				6		6	
8.....	Instruments and appliances.....	2	3			1		6		6	
Total.....		32	26	5	7	4	1	75		75	
III. WOOD MANUFACTURES.											
1.....	Saw mill products.....	1						1		1	
2-a.....	House trim.....	1	3					4		4	
3.....	Cooperage.....	1		1				2		2	
4.....	Wood, turned and carved.....	4		1				5		5	
5-a.....	Furniture and upholstery.....	5	5					10		10	
5.....	Cabinet work.....	1				1		1		1	
Total.....		13	8	2				23		23	
IV. LEATHER AND RUBBER GOODS.											
2.....	Furs and fur goods.....	2	1					3		3	
3.....	Leather and canvas goods.....	5	2					7		7	
4.....	Rubber and gutta percha goods.....	1						1		1	
6.....	Articles of pearl, horn, bone, hair, etc.....	4	3	3	3			13		13	
Total.....		12	6	3	3			24		24	
V. CHEMICALS, OILS, PAINTS, ETC.											
2.....	Paints, dyes and colors.....	1		1				2		2	
4.....	Animal oil products.....		1					1		1	
7.....	Miscellaneous chemical products.....	1	1					2		2	
Total.....		2	2	1				5		5	
VI. PAPER AND PULP.											
2.....	Pulp and paper.....		1	1	1			3		3	
VII. PRINTING AND PAPER GOODS.											
2.....	Paper goods.....		1	1	3			5		5	
3-a.....	Printing and publishing.....	9	8	4	2			23		23	
3.....	Bookbinding, lithographing, etc.....		1					1		1	
Total.....		9	10	5	5			29		29	
VIII. TEXTILES.											
3.....	Cotton goods.....		1					1		1	
4.....	Hosiery and knit goods.....				1	1	1	3		3	
6.....	Flax, hemp and jute manufactures.....		1	1				2		2	
7.....	Oilcloth, window shades, etc.....		1					1		1	
Total.....			2	2	1	1	1	7		7	
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.											
1-a.....	Men's tailoring.....	29	10					39		39	
1.....	Men's furnishings.....	1	1	4	17	1	8	32		32	
2-a.....	Dressmaking.....	10	8	3	2			23		23	
3.....	Men's hats and caps.....	2						2		2	
4-b.....	Millinery.....	7	14					21		21	
5.....	Miscellaneous needle work.....		1					1		1	
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	3	6	1	5	1		16		16	
6-a <sup>2</sup> .....	Chinese laundries.....	9						9		9	
6-b.....	Cleaning and dyeing.....	5	1					6		6	
7.....	Clip sorting.....	1	1	2	1			5		5	
Total.....		67	42	10	25	2	8	154		154	

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
TROY — Concluded.										
X. FOOD, LIQUORS AND TOBACCO.										
1-a.....	Flour and other cereal products.....		2					2		2
1.....	Other grocery products.....	1	1					2		2
2.....	Provisions.....	1	1					2		2
4-c.....	Bread and other bakery products.....	32	9					41		41
4-d.....	Confectionery and ice cream.....	9	5					14		14
5.....	Beverages.....	4	5	5				14		14
6-b.....	Cigars.....	12	4	5				21		21
	Total.....	59	27	10				96		96
XI. WATER, LIGHT AND POWER.										
2.....	Gas.....		1					1		1
4.....	Electric light and power.....	1	1					2		2
5.....	Steam heat and power.....	2						2		2
	Total.....	3	2					5		5
XII. BUILDING INDUSTRY.										
1.....	Carpenters' shops.....	3	3					6		6
	Total — Troy.....	204	135	40	42	7	10	438		438
UTICA.										
I. STONE, CLAY AND GLASS PRODUCTS.										
1.....	Stone.....	2	3					5		5
3.....	Lime, cement and plaster.....		2					2		2
4.....	Brick, tile and pottery.....		1	1	1			3		3
5.....	Glass.....	1	1					2		2
	Total.....	3	7	1	1			12		12
II. METALS, MACHINES AND CONVEYANCES.										
2.....	Copper, lead, zinc, etc.....	2	5	2	1			10		10
3-u.....	Machinery.....	2	4		3			9		9
3.....	Other iron and steel products.....	3	3	2	2	4	1	15		15
4.....	Electrical apparatus.....		1	1	1			3		3
5-a.....	Carriages, wagons and sleighs.....		3		2			5		5
5.....	Other vehicles.....		1		3			4		4
7.....	Agricultural implements.....			1				1		1
	Total.....	7	17	6	12	4	1	47		47
III. WOOD MANUFACTURES.										
2-a.....	House trim.....	1	4		2			7		7
2.....	Other planing mill products.....		1		1			1		1
4.....	Wood, turned and carved.....	1	1	1				3		3
5-a.....	Furniture and upholstery.....	1	1	1				1		1
5.....	Cabinet work.....		1					2		2
6.....	Pianos, organs, etc.....	1	1					2		2
	Total.....	4	9	2	2			17		17
IV. LEATHER AND RUBBER GOODS.										
2.....	Furs and fur goods.....		1					1		1
3.....	Leather and canvas goods.....		3	1				4		4
	Total.....		4	1				5		5
V. CHEMICALS, OILS, PAINTS, ETC.										
1.....	Drugs and chemicals.....	1						1		1
7.....	Miscellaneous chemical products.....		2					2		2
	Total.....	1	2					3		3

Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Continued.

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20- 49.	50- 199.	200- 499.	500 +.			
	<b>UTICA — Concluded.</b>									
	<b>VI. PAPER AND PULP.</b>									
1.....	Sorting waste paper.....		2					2		2
2.....	Pulp and paper.....			3				3		3
	<b>Total.....</b>		2	3				5		5
	<b>VII. PRINTING AND PAPER GOODS.</b>									
2.....	Paper goods.....			1	1			2		2
3-a.....	Printing and publishing.....	7	3	4	2			16		16
3.....	Bookbinding, lithographing, etc.....			1				1		1
	<b>Total.....</b>	7	3	6	3			19		19
	<b>VIII. TEXTILES.</b>									
2.....	Wool manufactures.....	2					1	3		3
3.....	Cotton goods.....		1		1		3	5		5
4.....	Hosiery and knit goods.....		1	5	7	4	3	20		20
5.....	Other textiles of silk, wool or cotton.....	1		2	1			4		4
6.....	Flax, hemp and jute manufactures.....	1						1		1
	<b>Total.....</b>	4	2	7	9	4	7	33		33
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>									
1-a.....	Men's tailoring.....	12	9	2	4	2		29		20
1.....	Men's furnishings.....	1	2					3		3
3.....	Men's hats and caps.....	2						2		2
6-a.....	Laundries (non-Chinese).....	3	4	1	1			9		9
6-b.....	Cleaning and dyeing.....	1						1		1
7.....	Clip sorting.....	2	1	1				4		4
	<b>Total.....</b>	21	16	4	5	2		48		48
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1-a.....	Flour and other cereal products.....	1	1					2		2
1.....	Other grocery products.....	1						1		1
2.....	Provisions.....		2					2		2
3.....	Dairy products.....	1						1		1
4-c.....	Bread and other bakery products.....	24	2					26	2	28
4-d.....	Confectionery and ice cream.....	5	2	1				8		8
4.....	Macaroni, crackers, etc.....			1				1		1
5.....	Beverages.....	1	1	4	1			7		7
6-b.....	Cigars.....	8	6					14		14
6.....	Other tobacco products.....	1		1				2		2
	<b>Total.....</b>	42	14	7	1			64	2	66
	<b>XI. WATER, LIGHT AND POWER.</b>									
4.....	Steam heat and power..		1	2				3		3
	<b>Total — Utica.....</b>	89	77	39	33	10	8	256	2	258
	<b>YONKERS</b>									
	<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>									
5.....	Glass.....	1						1		1
	<b>II. METALS, MACHINES AND CONVEYANCES.</b>									
2.....	Copper, lead, zinc, etc.....	2						2		2
3-u.....	Machinery.....	2	1		1			4		4
3.....	Other iron and steel products.....	3	3					6		6
5.....	Vehicles.....	1		1				2		2
	<b>Total.....</b>	8	4	1	1			14		14

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**Table XVI.—Size of Factories Inspected in First and Second Class Cities, Year Ended September 30, 1910: By Industries — Concluded.**

In- dustry num- ber.	CITY AND INDUSTRY.	NUMBER OF SHOPS EMPLOYING—						Total shops with em- ploy- ees.	Shops closed or with- out em- ploy- ees.	Grand total.
		1-4.	5-19.	20 49.	50- 199.	200- 499.	500 +.			
	<b>YONKERS — Concluded.</b>									
	<b>III. WOOD MANUFACTURES.</b>									
2-a.....	House trim.....	4	4	1				9		9
3.....	Cooperage.....		1		1			2		2
	<b>Total.....</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>1</b>			<b>11</b>		<b>11</b>
	<b>IV. LEATHER AND RUBBER GOODS.</b>									
2.....	Furs and fur goods.....				1			1		1
3.....	Leather and canvas goods.....			1				1		1
4.....	Rubber and gutta percha goods.....		2					2		2
5.....	Articles of pearl, horn, bone, hair, etc.....		1					1		1
	<b>Total.....</b>		<b>3</b>	<b>1</b>	<b>1</b>			<b>5</b>		<b>5</b>
1.....	<b>V. CHEMICALS, OILS, PAINTS, ETC.</b> Drugs and chemicals.....		2	1				3		3
2.....	<b>VI. PAPER AND PULP.</b> Pulp and paper.....	1						1		1
	<b>VII. PRINTING AND PAPER GOODS.</b>									
3-a.....	Printing and publishing.....	1	3	2				6		6
3.....	Bookbinding, lithographing, etc.....	1						1		1
	<b>Total.....</b>	<b>2</b>	<b>3</b>	<b>2</b>				<b>7</b>		<b>7</b>
	<b>VIII. TEXTILES.</b>									
1.....	Silk and silk goods.....			1				1		1
2.....	Wool manufactures.....					1		1		1
5.....	Other textiles of silk, wool or cotton.....		2	1				3		3
	<b>Total.....</b>		<b>2</b>	<b>2</b>		<b>1</b>		<b>5</b>		<b>5</b>
	<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>									
1-a.....	Men's tailoring.....		1					1		1
2-a.....	Dressmaking.....		1					1		1
3.....	Men's hats and caps.....				1		1	2		2
6-a <sup>1</sup> .....	Laundries (non-Chinese).....	1	3		1			5		5
6-a <sup>2</sup> .....	Chinese laundries.....	12	1					13		13
6-b.....	Cleaning and dyeing.....		1					1		1
	<b>Total.....</b>	<b>13</b>	<b>7</b>		<b>2</b>		<b>1</b>	<b>23</b>		<b>23</b>
	<b>X. FOOD, LIQUORS AND TOBACCO.</b>									
1.....	Groceries.....						1	1		1
2.....	Provisions.....	1						1		1
4-c.....	Bread and other bakery products.....	31	4					35		35
4-d.....	Confectionery and ice cream.....	1	2					3		3
5.....	Beverages.....	4	6					10		10
6-b.....	Cigars.....	1						1		1
	<b>Total.....</b>	<b>38</b>	<b>12</b>				<b>1</b>	<b>51</b>		<b>51</b>
	<b>XI. WATER, LIGHT AND POWER.</b>									
2.....	Gas.....		1					1		1
5.....	Steam heat and power.....		1					1		1
	<b>Total.....</b>		<b>2</b>					<b>2</b>		<b>2</b>
	<b>XII. BUILDING INDUSTRY.</b>									
1.....	Carpenters' shops.....	1						1		1
	<b>Total — Yonkers.....</b>	<b>68</b>	<b>40</b>	<b>8</b>	<b>5</b>		<b>3</b>	<b>124</b>		<b>124</b>

TABLE XVII.—STATISTICS OF MINES AND QUARRIES

INDUSTRY AND LOCALITY.	Firm name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
<b>1. STONE QUARRIES.</b>				
<b>ALBANY COUNTY.</b>				
South Bethlehem.....	Callanan Road Imp. Co.....	Limestone.....	1	1
<b>CAYUGA COUNTY.</b>				
Auburn.....	Beardsley, W. S.....	Limestone.....	1	1
".....	City of Auburn.....	".....	1	1
".....	Goodrich, C. E.....	".....	1	1
Sennett (town).....	Brayer Bros.....	".....	1	1
".....	Lewis, Gilbert B.....	".....	1	1
<b>CHENANGO COUNTY.</b>				
Norwich.....	Clarke-Conroy Co.....	Bluestone.....	1	1
<b>CLINTON COUNTY.</b>				
Ausable Forks.....	Adirondack Green Syenite Co.....	Syenite.....	1	1
".....	Clements, Charles.....	Granite.....	1	1
<b>COLUMBIA COUNTY.</b>				
Greenport (town).....	N. Y. and N. E. Cement and Lime Co.....	Limestone.....	1	1
<b>ERIE COUNTY.</b>				
Akron.....	General Crushed Stone Co.....	Limestone.....	1	1
".....	Kelley Island Lime and Transport Co.....	".....	1	1
Buffalo.....	Anna Gehres Quarries.....	".....	1	1
".....	Appenheimer, John L.....	".....	1	1
".....	Barber Asphalt Paving Co.....	".....	1	1
".....	Buffalo Cement Co.....	".....	1	1
".....	Buffalo Crushed Stone Co.....	".....	1	1
".....	Schreier, Sebastian.....	".....	1	1
".....	Wind, Matthew T., Jr.....	".....	1	1
Clarence (town).....	Carroll Bros.....	".....	1	2
Williamsville.....	Carroll Bros.....	".....	1	2
<b>GENESSEE COUNTY.</b>				
North Leroy.....	Empire Limestone Co.....	Limestone.....	1	1
".....	General Crushed Stone Co.....	".....	1	1
<b>GREENE COUNTY.</b>				
Alsen.....	Alsen's American Portland Cement Co.....	Limestone.....	1	1
Cementon.....	Alpha Portland Cement Co.....	".....	1	1
<b>JEFFERSON COUNTY.</b>				
Alexandria Bay.....	Leopold, J., & Co.....	Granite.....	1	1
Chaumont.....	Adams & Duford Co.....	Limestone.....	1	1
".....	Union Carbide Co.....	".....	1	1
Picton Island.....	Picton Island Red Granite Co.....	Red Granite.....	1	2
<b>ONONDAGA COUNTY.</b>				
Split Rock.....	Solvay Process Co. (Quarry Dept.).....	Limestone.....	1	1
<b>ROCKLAND COUNTY.</b>				
Mount Joy.....	Gurnee, H. M.....	Trap rock.....	1	1
Nyack.....	Manhattan Trap Rock Co.....	".....	1	1
Rockland Lake.....	Clinton Point Stone Co.....	".....	1	1
".....	Rockland Lake Trap Rock Co.....	".....	1	1
Tomkins Cove.....	Tomkins Cove Stone Co.....	Limestone.....	1	1
West Nyack.....	Nyack Traprock Co.....	Trap rock.....	1	1
<b>ST. LAWRENCE COUNTY.</b>				
Gouverneur.....	Callahan, J. P., & Son Mining Co.....	Marble.....	1	1
".....	Genesee Furnace Co.....	Limestone.....	1	1
".....	Gouverneur Marble Co.....	Marble.....	1	1
".....	St. Lawrence Marble Quarries.....	".....	1	2
".....	Standard Marble Co.....	".....	1	1



INSPECTED, YEAR ENDED SEPTEMBER 30, 1910.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally em- ployed).	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		NUMBER AT TIME OF INSPECTION —						
Total.	Thereof office force, etc.	Total.	Office force, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
109	2	109	2	107	107			60
15		15		15	15			60
80		45		45	45			48
10		7		7	7			54
25		10		10	10			60
8		4		4	4			60
75		64		64	63	1		59
6		6		6	6			54
7		7		7	7			54
270		270		270	270			48-60
110	2	47	2	45	45			60
200	3	108	3	105	105			60
40		25		25	25			60
4		4		4	3	1		60
200	3	80	3	77	75	2		60
103	2	103	2	101	100	1		60
41		41		41	38	3		60
12		12		12	12		1	60
4		4		4	4			60
300	3	228	3	225	225			60
75		75		75	75			60
55		55		55	50	5	2	60
94		94		94	93	1		60
125		125		125	125			60
35		35		35	35			60
300		200		200	200			54
80		80		80	80			54
50		38		38	38			60
70		20		20	20			54
302	2	302	2	300	300			60
57		57		57	57			60
103	3	103	3	100	100			60
175	1	151	1	150	150			60
266		266		266	266			60
208	3	208	3	205	205			60
35		22		22	22			60
12		12		12	12			60
20		20		20	20			60
19		19		19	19			60
14		14		14	14			60
10		8		8	8			60

Table XVII.—Statistics of Mines and Quarries Inspected.

INDUSTRY AND LOCALITY.	Firm name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
<b>1. STONE QUARRIES—</b>				
<i>Concluded.</i>				
<b>SARATOGA COUNTY.</b>				
Greenfield Centre	Saratoga Trap Rock Co.	Trap rock	1	1
South Glens Falls	Glens Falls Portland Cement Co.	Limestone	1	1
<b>SCHOHARIE COUNTY.</b>				
Howes Cave	Helderberg Cement Co.	Limestone	1	1
Schoharie	Mix, F. G.		1	1
<b>TOMPKINS COUNTY.</b>				
Portland Point	Cayuga Lake Cement Co.	Limestone and shale	1	1
<b>ULSTER COUNTY.</b>				
Kingston	North River Stone Co.	Limestone	1	2
<b>WARREN COUNTY.</b>				
Glens Falls	Jointa Lime Co.	Limestone	1	1
	Wait, F. W., Lime Co.		1	1
<b>WASHINGTON COUNTY.</b>				
Granville	Beck Slate Co.	Red slate	1	1
"	Excelsior Red Slate Co.	"	1	1
"	Granville Slate Co.	Black "	1	1
"	Lewis, Robert, & Co.	Red "	1	1
Hebron (town)	Guthrie Bros.	"	1	1
"	Guthrie & Nelson	"	1	1
"	Imperial Red Slate Co.	"	1	1
"	Kehoe & Jones	"	1	1
Middle Granville	Williams Bros.	Purple slate	1	1
Whitehall (town)	Baker, Charles I.	Red slate	1	1
	Kernan, D. F.	Limestone	1	1
<b>WYOMING COUNTY.</b>				
Portageville	American Bluestone Co.	Bluestone	1	1
	Portageville Bluestone Co.	"	1	1
Rock Glen	American Bluestone Co.	"	1	1
	Warsaw Bluestone Co.	"	1	1
Total—Stone			64	69
<b>2. IRON AND PYRITES MINES.</b>				
<b>CLINTON COUNTY.</b>				
Lyon Mountain	D. & H. Co. Chateaugay Ore and Iron Dept.	Magnetite	1	4
<b>DUTCHESS COUNTY.</b>				
Amenia	Amenia Mine (C. W. Barnum)	Red hematite	1	1
<b>ESSEX COUNTY.</b>				
Mineville	Port Henry Iron Ore Co.	Magnetite	1	4
	Witherbee, Sherman & Co.	"	1	6
Port Henry	Cheever Iron Ore Co.	"	1	3
<b>JEFFERSON COUNTY.</b>				
Antwerp	Old Sterling Iron and Mining Co.	Red hematite	1	2
<b>ONEIDA COUNTY.</b>				
Clinton	Clinton Hematite Mine	Red hematite	1	3
<b>ST. LAWRENCE COUNTY.</b>				
Benson Mines	Benson Mines Co.	Magnetite	2	1
DeKalb (town)	St. Lawrence Pyrites Co.	Pyrites	1	2

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Year Ended September 30, 1910 — Continued.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed).	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		NUMBER AT TIME OF INSPECTION —						
Total.	Thereof office force, etc.	Total.	Office force, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
20		20		20	20			60
60		60		60	60			60
61		61		61	61			60
22		22		22	22			60
40		35		35	35			60
76		76		76	75	1		60
45		45		45	45			60
80		75		75	75			60
4		4		4	4			60
14		14		14	14			60
35		35		35	35			60
3		3		3	3			54
4		4		4	4			60
9		9		9	9		1	60
4		4		4	4			60
2		2		2	2			60
18		18		18	18			60
9		9		9	9			60
102	2	102	2	100	100			60
17		17		17	17			60
45		45		45	44	1		60
37		37		37	37			60-72
40		30		30	30			60
4,471	26	3,820	26	3,794	3,778	16	4	
400	6	222	6	216	216			59
23		23		23	23			54
192	2	192	2	190	190			59
1,017	17	917	17	900	900			60
129	4	129	4	125	125			59
58	2	23	2	21	21			57
40		36		36	36			59
35	2	25	2	23	23			60
209	4	209	4	205	205			59

Table XVII.—Statistics of Mines and Quarries Inspected,

INDUSTRY AND LOCALITY.	Firm name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
<b>2. IRON AND PYRITES MINES—Concluded.</b>				
<b>WAYNE COUNTY.</b>				
Ontario Centre.....	Furnaceville Iron Co.....	Red hematite.....	1	1
	Ontario Iron Co.....		1	1
Total—Iron and Pyrites.....			12	28
<b>3. GYPSUM MINES.</b>				
<b>CAYUGA COUNTY.</b>				
Springport (town).....	U. S. Gypsum Co.....	Gypsum.....	1	1
<b>ERIE COUNTY.</b>				
Newstead (town).....	Akron Gypsum Co.....	Gypsum.....	1	1
<b>GENESEE COUNTY.</b>				
Alabama (town).....	American Gypsum Co.....	Gypsum.....	1	2
	Niagara Gypsum Co.....		1	2
Oakfield.....	U. S. Gypsum Co.....		1	3
<b>MONROE COUNTY.</b>				
Garbutt.....	Empire Gypsum Co.....	Gypsum.....	1	4
	Garbutt Gypsum Co.....		1	2
	Lycoming Calcining Co.....		1	3
Wheatland (town).....	Con. Wheatland Plaster Co.....		1	1
	Monarch Plaster Co.....		1	2
<b>ONONDAGA COUNTY.</b>				
Dewitt (town).....	Fayetteville Gypsum Co.....		1	1
	Millin, Thomas Co.....		1	
Jamesville.....	Dewitt Mining Co.....		1	
Total — Gypsum.....			13	22
<b>4. MISCELLANEOUS.</b>				
<b>ESSEX COUNTY.</b>				
Crown Point Centre.....	Crown Point Graphite Co.....	Graphite.....	1	2
<b>LIVINGSTON COUNTY.</b>				
Cuylerville.....	Sterling Salt Co.....	Mineral salt.....	1	2
Retsof.....	Retsof Mining Co.....		1	2
<b>ST. LAWRENCE COUNTY.</b>				
Fowler.....	Union Talc Co. (Arnold mine).....	Talc.....	1	1
	Union Talc Co. (Balmat mine).....		1	1
Macomb.....	Donovan, J. J., Lead Mines.....	Lead.....	1	
	Empire Lead Co.....		1	1
Talcville.....	International Pulp Co., No. 2½ shaft.....	Talc.....	1	1
	International Pulp Co., No. 3 shaft.....		1	1
	U. S. Talc Co.....		1	1
<b>SARATOGA COUNTY.</b>				
Conklingville.....	Glens Falls Graphite Co.....	Graphite.....	1	1
Greenfield (town).....	Empire Graphite Co.....		1	1
<b>WARREN COUNTY.</b>				
Graphite.....	American Graphite Co.....	Graphite.....	1	2
Johnsburgh.....	Barton, H. H., & Son Co.....	Garnet.....	1	1
	North River Garnet Co.....		1	1
Total — Miscellaneous.....			15	18
Grand Total.....			104	137

# REPORT OF BUREAU OF FACTORY INSPECTION, 1910. 359

Year Ended September 30, 1910 — Concluded.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed).	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		NUMBER AT TIME OF INSPECTION —						
Total.	Thereof office force, etc.	Total.	Office force, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
66 61		66 61		66 61	65 60	1 1		60 60
2,230	37	1,903	37	1,866	1,864	2		
26	1	10	1	9	9			60
40		35		35	35			60
70 90 150	1	46 90 150	1	45 90 150	45 90 150			54 60 60
27 10 20 12 28		27 10 20 12 28		27 10 20 12 28	27 10 20 12 28			60 60 60 60 60
15		15		15	15			60
488	2	443	2	441	441			
18		6		6	6			60
104 138	4 3	104 138	4 3	100 135	100 135			60 60
20 20		8 8		8 8	8 8			59 59
6 15 20 16		4 7 11 16		4 7 11 16	4 7 11 16			59 59 59 59
10 25		4 25		4 25	4 25			60 60
120 30 52	1  2	116 30 52	1  2	115 30 50	115 30 50			60 66 60
594	10	529	10	519	519			
7,783	75	6,695	75	6,620	6,602	18	4	



## INDUSTRY CLASSIFICATION.

October 1, 1909 — September 30, 1910.

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### GROUPS.

- I. STONE, CLAY AND GLASS PRODUCTS.
- II. METALS, MACHINES AND CONVEYANCES.
- III. WOOD MANUFACTURES.
- IV. LEATHER AND RUBBER GOODS.
- V. CHEMICALS, OILS, PAINTS, ETC.
- VI. PAPER AND PULP.
- VII. PRINTING AND PAPER GOODS.
- VIII. TEXTILES.
- IX. CLOTHING, MILLINERY, LAUNDRY, ETC.
- X. FOOD, LIQUORS AND TOBACCO.
- XI. WATER, LIGHT AND POWER.
- XII. BUILDING INDUSTRY.

### GROUP I.

#### STONE, CLAY AND GLASS PRODUCTS.

##### 1. STONE.

###### (a) Crushed stone.

(Includes trap rock.)

###### (b) Cut stone.

(For buildings, monuments, soda fountains, tombstones, etc.)

###### (c) Hones, slates, mosaics, etc.

Blackboards of slate.

Foundry facings (soapstone).

Pumice stone.

Soapstone.

##### 2. MISCELLANEOUS MINERAL PRODUCTS.

###### (a) Asbestos, graphite, etc.

Carbons.

Feldspar.

Foundry facings (graphite).

Gas mantles.

Mica.

Talc.

###### (b) Abrasives.

Emery, carborundum, sandpaper, etc.

##### 3. LIME, CEMENT AND PLASTER.

###### (a) Asphalt.

###### (b) Cement and lime.

###### (c) Plaster (wall and land)

Gypsum.

Plaster board.

###### (d) Sifted sand and mortar.

###### (e) Artificial stone.

Cement block, etc.

###### (f) Plaster and composition casts and ornaments.

Clay models.

Hectographs.

Plaster blocks.

Stucco.

## 4. BRICK, TILE AND POTTERY.

## (a) Building brick.

## (b) Terra cotta and fire-clay products.

Alignum.  
Chimney tops.  
Crucibles.  
Enameled brick.  
Fire brick.  
Fireproofing material, not elsewhere  
classified.

Flue, furnace and stove linings.  
Gas retorts.  
Mosaics (ceramic).  
Paving brick.  
Sewer pipe.  
Tile.

## (c) Pottery products.

China ware.  
Crockery.  
Dolls (china or porcelain).  
Earthen ware.

Porcelain.  
Stone ware.  
Yellow ware.

## 5. GLASS.

## (a) Building glass.

Cathedral, decorated, obscured, opalescent, plate, stained, window and wire glass;  
glass signs; vault lights; wind shields.

## (b) Beveled glass and mirrors.

## (c) Pressed, blown and cut glassware.

Art glass.  
Bulbs.  
Chimneys.  
Globes.  
Lamps.

Opal ware.  
Shades.  
Stopped work.  
Tableware.  
Tubes.

## (d) Bottles and jars.

Carboys.  
Demijohns.  
Druggists' glassware.

Flasks.  
Insulators of glass.  
Prescription ware.

## GROUP II.

## METALS, MACHINES AND CONVEYANCES.

## 1. GOLD, SILVER AND PRECIOUS STONES.

## (a) Silver and plated ware.

Gold and silver plating.

## (b) Gold and silver refining.

Assaying.  
Smelting.

## (c) Gold, silver and aluminum leaf.

## (d) Gold and silver watch cases.

## (e) Jewelry, gold pens, etc.

Enameled work on jewelry.  
Engraving and chasing (gold or  
silver).

Mountings.  
Watches, making and repairing.

## (f) Lapidary work.

Diamond cutting, mounting, polishing, setting.  
Precious stones.



2. COPPER, LEAD, ZINC, ETC.

(a) Smelting and refining.

Analyses and experiments with metals.	Solder.
Babbitt metal.	Spelter.

(b) Copper work.

Sheet copper.  
Wire (copper).

(c) Brass, bronze and aluminum castings.

Bells.  
Foundry work.

(d) Gas and electric fixtures.

(e) Brass and bronze ware, not elsewhere classified.

Brass or bronze spinning or raising.	Tubing (brass).
Furniture (brass).	Wire (brass).
Locks (brass).	

(f) Sheet metal work.

Bath cabinets (metal).	Metal stamping.
Cornices.	Sheet iron work.
Enameled ware.	Stencils.
Galvanized iron.	Tin cans.
Granite ware.	Tinsmithing.
Japanned ware.	Tinware.

(g) Metal goods, not elsewhere classified.

Aluminum goods (except castings).	Nickel plating.
Buttons (metal).	Plumbers' supplies (except brass, copper or iron).
Glove fasteners.	Soda water apparatus.
Hooks and eyes.	Tinfoil.
Lead (sheets, shot, pipe, etc.).	Toys (metal).
Metal spinning (not elsewhere classified).	Zinc statuary, etc.

3. IRON AND STEEL PRODUCTS.

(a) Ore crushing, etc.

(b) Pig iron.

Blast furnaces.

(c) Rolling mills and steel works.

Bloomeries.	Nails.
Boiler tubes.	Pipe (wrought iron).
Bolts and nuts.	Plates.
Cables (wire).	Rails.
Chains.	Rods.
Forgings.	Skelp.
Horse shoes.	Springs (steel, except car).
Iron or steel wire.	Wire rods.

(d) Bridges and structural iron.

Safes and vaults.

(g) Hardware, not elsewhere classified.

(Brass hardware—II-2 e.)	Pipe cutting.
Locks.	Screws.
Needles.	Traps.

3. IRON AND STEEL PRODUCTS — *Concluded.*

## (h) Cutlery.

## (i) Tools and dies.

Ice tools.

Levels (other than surveyors').

Polishing and buffing wheels (steel).

## (k) Fire arms.

## (m) Metal furniture.

(Brass furniture—II-2-e.)

Wire mattresses.

Steel office fixtures.

## (n) Wire work, not elsewhere classified.

Bird cages.

Fences.

Hat frames.

Netting.

Wire cloth etc.

## (p) Car wheels and railway equipment.

Air brakes:

Axles.

Couplers.

Springs (car.).

Switches.

Trucks (car).

## (q) Architectural and ornamental iron work.

Cast iron columns, lintels, etc.

Doors.

Fire escapes.

Gates and grilles.

Iron railings.

Pipe bending.

Stairs (iron).

## (r) Cooking and heating apparatus.

Car heaters.

Exhaust systems.

Furnaces.

Ovens.

Radiators (except automobile).

Ranges.

Stoves.

Stove castings.

Tanks.

Ventilators.

## (s) Typewriting and registering machines.

Adding and computing machines.

Car registers.

Cash registers.

Check protectors.

Copying machines.

Numbering machines.

Telegraph typewriters.

## (t) Stationary engines, boilers, etc.

Fire engines.

Gas engines.

Ice machines.

Marine engines.

Steam engines.

Steam pumps.

## (u) Machinery, not elsewhere classified.

Includes addressing machines, air compressors, buffing wheels (not elsewhere classified), gas machines, gears, etc.

## (v) Castings.

Includes piano plates, valves (iron) and other iron foundry products.

## 4. ELECTRICAL APPARATUS.

## (a) Telegraph, telephone, fire-alarm apparatus.

Annunciators.

Arc lamps.

Bells (electric).

Patrol alarms.

Switchboards (telephone).

Tickers.

Transmitters.

4. ELECTRICAL APPARATUS—*Concluded.*

(b) Incandescent lamps.

(c) Dynamos, motors and electrical supplies.

Includes cables and wire (insulated), signs (electric), spark plugs, switches, switch-boards (except telephone), etc.

5. VEHICLES.

(a) Carriages, wagons and sleighs.

Includes wire carriage wheels, etc.; excludes children's carts and wagons—III-4-c.

(b) Blacksmithing and wheelwrighting.

Horseshoeing.

Welding.

(c) Cycles.

Also parts, including bicycle wheels.

(d) Motor vehicles.

Aeroplanes.

Automobiles.

Motor cycles.

Motor trucks.

Also parts, including bodies and wheels, radiators, steering wheels, etc.\*

(e) Cars.

Except railway shops.

(f) Locomotives.

Except railway shops.

(g) Railway repair shops.

The building and repairing of cars and locomotives by railway companies.

6. BOAT AND SHIP BUILDING.

7. AGRICULTURAL IMPLEMENTS.

Artesian well boring tools.

Cane mills.

Canning machinery.

Cider mills.

Coffee (plantation) machinery.

Cotton choppers, gins, presses, sweeps.

Dairy apparatus.

Ditching machines.

Ensilage cutters, elevators.

Evaporators.

Extractive industry machinery.

Fence machines.

Gardening implements.

Grinding mills.

Grubbing machines.

Hoes.

Incubators.

Lawn mowers.

Lime spreaders.

Milk testers.

Oil well machinery.

Plows.

Pumps (hand, horse).

Rice machinery.

Road graders and scrapers.

Rollers.

Scoops.

Scythes.

Shovels and spades.

Sickles.

Wind mills.

8. INSTRUMENTS AND APPLIANCES.

(a) Professional and scientific instruments.

Barometers.

Dental appliances.

Engineers' and surveyors' instruments.

Nautical instruments.

Surgical instruments.

Thermometers.

\* Transferred from II-5-a.

8. INSTRUMENTS AND APPLIANCES — *Concluded.*

## (b) Optical and photographic apparatus.

Cameras.

Lenses.

Eye glasses.

Microscopes.

Lamps, reflectors, stereopticons, etc.

(Excludes gas lamps—I-5-c, and incandescent lamps—II-4-b.)

Calcium lights.

Locomotive headlights.

Lamp burners.

Motion picture machines.

Lanterns.

Railway signal lamps.

## (d) Clocks and time recorders.

## (e) Scales, meters, phonographs, etc.

Automatic machines (except electrical).

Gas and water meters.

Automatic sprinklers.

Slot machines.

Balances.

Speedometers.

Steam gauges.

## 9. SORTING OLD METALS.

Junk shops.

## GROUP III.

## WOOD MANUFACTURES.

## 1. SAW MILL PRODUCTS.

Includes excelsior, kindling wood, etc.

## 2. PLANING MILL PRODUCTS.

## (a) House trim.

Sash, doors, blinds, moldings, etc.

## (b) Packing boxes, crates, etc.

Includes cheese boxes, fruit baskets and boxes, etc.

## (c) Cigar and fancy wood boxes.

Includes jewelry cases (wood).

## 3. COOPERAGE.

Barrels, hogsheads, kegs, pails, tubs, etc., also heads and staves.

## 4. WOOD, TURNED AND CARVED.

## (a) Canes, umbrella sticks, etc.

(Umbrellas—IX-5-c.)

## (c) Wooden toys and novelties.

Advertising signs.

Express wagons (children's).

Baby carriages.

Fishing rods.

Bicycle specialties (wood).

Games.

Blackboards (wood).

Rulers.

Blocks (children's).

Sleds.

Checkers and chessmen.

Tennis racquets.

Dominoes.

Yardsticks.

## (e) Other articles and appliances of wood.

Agricultural woodwork (drill heads, plow handles, tongues, trees, etc.).

Car woodwork.

Carriage woodwork.

Artificial limbs.

Chair stock.

Barrel covers.

Clothes nings.

Blocks (wall paper printing).

Curtain poles.

Blocks (pulley and tackle).

Duster handles.

Buttons (wood).

Flag poles.

Hames.

4. WOOD, TURNED AND CARVED — *Concluded.*(e) Other articles and appliances of wood — *Concluded.*

Hamper bottoms.	Plates (wood).
Hat blocks.	Pulleys.
Heels (wood).	Push carts (wood).
Hub blocks (wheel).	Saw handles.
Ladders.	Scroll sawing.
Lasts.	Spokes.
Loom parts, and repairs (battens, bobbins, frames, beddles, reels, shuttles).	Veneer goods.
Mallets.	Wagon woodwork.
Map rolls.	Wheelbarrows (wood).
Patterns.	Wood carving.
Pipe (water pump, etc.).	Wood turning.
Plane handles.	Woodenware.

## 5. FURNITURE AND CABINET WORK.

## (a) Furniture and upholstery.

Includes bamboo furniture and mattresses other than hair and wire; excludes metal furniture.

## (b) Caskets.

Includes undertakers' supplies of wood.

## (c) Store, office and kitchen fixtures.

Bank fixtures.	Office furniture.
† Barbers' chairs.	Refrigerators.
Billiard and pool balls and tables.	Revolving doors.
Bowling alleys and supplies.	Saloon fixtures.
Butchers' fixtures.	Show cases (wood).
Church and hall seatings.	Stage settings.
† Dentists' chairs.	Telephone booths.
Druggists' fixtures.	Washing machines.
Draughting furniture.	

## (d) Mirror and picture frames.

## (e) Other cabinet work.

Fretwork (wood).	Telephone backs.
Grilles (wood).	Water-closet seats and tanks.
Marquetry.	Wood mantles.

## 6. PIANOS, ORGANS, ETC.

Includes banjos, mandolins, guitars, etc. and parts (wood); excludes brass instruments —II-2-e.)

## 7. BROOMS, CORK, ETC.

## (a) Pulp and fiber goods.

Includes artificial plants, beaver board, indurated fiber pails, etc.

## (b) Mats and woven goods.

Splint baskets.  
Straw goods; excludes hats.  
Willow and reed baskets.

## (c) Brooms.

## (d) Articles of cork.

## (e) Pipes (smoking).

## (f) Fireproofing lumber.

† Transferred from III-5-a.

## GROUP IV.

## LEATHER AND RUBBER GOODS.

## 1. LEATHER.

Includes curing of hides and manufacture of leather.

## 2. FURS AND FUR GOODS.

## 3. LEATHER AND CANVAS GOODS.

## (a) Belting, washers, etc.

Leather goods for manufacturers' use.

## (b) Saddlery and harness.

Automobile tops.

Dashboards.

Fenders.

Horse blankets.

Whips.

## (c) Traveling bags and trunks.

Includes medicine cases, musical instrument cases, etc.

## (d) Boots and shoes.

## (e) Gloves and mittens.

## (f) Fancy leather goods.

Includes chamois underwear, drum heads, hand bags, hat bands, purses, razor straps, trusses (except rubber), etc.

## (g) Canvas and sporting goods.

Includes awnings, oiled clothing, tents, sails, etc.

## 4. RUBBER AND GUTTA PERCHA GOODS.

Atomizers.

Combs (rubber).

Dental rubber.

Dress shields (rubber).

Druggists' goods (rubber).

Gas tubing.

Mackintoshes.

Penholders (rubber).

Stamps (rubber).

Stopples (rubber).

Trusses (rubber).

Tubing (rubber).

## 5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.

## (a) Pearl buttons, handles, etc.

## (b) Articles of horn, bone, tortoise shell, etc.

Combs.

Composition buttons.

Knife handles.

Music strings (gut).

Sponges.

Vegetable ivory.

Whalebone.

## (c) Brushes.

Includes platers' brushes and buffs (hair).

## (d) Mattresses, muff beds, pillows, taxidermy and other articles of hair, feathers, etc.

## GROUP V.

## CHEMICALS, OILS, PAINTS, ETC.

## 1. DRUGS AND CHEMICALS.

## (a) Proprietary medicines.

## (b) Sodas and other alkalis.

Alum.

Ammonia.

Baking powder.

Bleaching powder.

Borax.

Chlorid of lime.

Pearl ash.

1. DRUGS AND CHEMICALS — *Concluded.*

(d) Other chemicals and drugs.

Acids, not elsewhere classified.  
Boiler compound.  
Calcium carbide.  
Cream of tartar.  
Digestive ferments.  
Pharmaceutical products.  
Photographic paper.

Plasters, medicated.  
Saltpetre.  
Sugar of lead.  
Sulphur.  
Tanning extracts.  
Tin crystals.  
Welding compound.

2. PAINTS, DYES AND COLORS.

(a) Paint, varnish, etc.

Acetanelid.  
Colors in oil.  
Dryers.  
Furniture polish.  
Japans.  
Kalsomine.

Lacquers.  
Oxides of lead.  
Putty.  
Shellac.  
White lead.  
Whiting.

(b) Dyes, colors and inks.

Blacking.  
Bluing.  
Carbon paper.  
Dairy colors.

Dyewood.  
Inked ribbons (for typewriters, etc.).  
Lampblack.

(c) Lead pencils and crayons.

3. WOOD ALCOHOL AND ESSENTIAL OILS.

Acetic acid.  
Acetone.  
Charcoal.  
Distilling wood.  
Flavoring extracts.

Foundry facings (charcoal).  
Glycerine.  
Linseed oil.  
Olive oil.

4. ANIMAL OIL PRODUCTS.

Beeswax candles.  
Fish oil.  
Grease, tallow, etc.

Lard oil.  
Leather and shoe dressing.  
Stearin.

5. MINERAL OIL PRODUCTS.

Axle grease.  
Coal tar.  
Coke.  
Gasoline.

Naphtha.  
Paraffine.  
Petroleum refining.  
Wax (paraffine).

6. SOAP, PERFUMERY AND COSMETICS.

Toilet powder.

7. MISCELLANEOUS CHEMICAL PRODUCTS.

(a) Wax figures, etc.

Sealing wax.

(b) Starch.

Corn starch.

(c) Glue, mucilage, etc.

Gum, paste, sizings.

(d) Fertilisers.

7. MISCELLANEOUS CHEMICAL PRODUCTS—*Concluded.*

## (e) Matches and explosives.

Fireworks.  
Gunpowder.

## (f) Celluloid and other plastics.

Also creosoted paper.

## GROUP VI.

## PAPER AND PULP.

## 1. SORTING WASTE PAPER.

Includes paper stock.

## 2. PULP AND PAPER.

## (a) Pulp mills.

## (b) Pulp and paper mills.

## (c) Paper mills.

Includes the manufacture, but not the re-working of cardboard, pasteboard, straw-board, etc.; also glazed paper, surface coated paper, waxed paper.

## GROUP VII.

## PRINTING AND PAPER GOODS.

## 1. TYPE AND PRINTERS' MATERIALS.

Printers' rollers, steel and copper plates, and boxwood for engraving, etc.

## 2. PAPER GOODS.

## (a) Paper boxes and tubes.

Includes butter dishes, letter files, paper pails, ribbon blocks.

## (b) Paper bags and sacks.

## (c) Other paper goods.

Binders' board.

Blue print paper.

Cards (cutting, etc.).

Cigarette tubes.

Cutting labels.

Deckling and pebbling paper.

Embossed paper and cards.

Envelopes.

Lace or shelf paper.

Papier mache novelties.

Patterns.

Perforated music.

Perforated paper.

Photo mounts (cards).

Stationery.

## 3. PRINTING AND BOOK MAKING.

## (a) Printing and publishing.

Addressing and mailing.

Calendars.

Composition (linotype) and type-setting.

Stereotyping and electrotyping.

Tip printing.

## (b) Bookbinding and blankbook making.

Binding cloth samples.

Numbering, perforating and ruling paper.

Photograph albums.

## (c) Lithographing and engraving.

Designing post cards.

Music engraving.



3. PRINTING AND BOOK MAKING—*Concluded.*

## (d) Games and novelties.

Playing cards.  
Sample cards and toys.  
School globes.

## 4. WALL PAPER.

## 5. PHOTOGRAPHY.

Includes motion picture films.

## GROUP VIII.

## TEXTILES.

## 1. SILK AND SILK GOODS.

Includes chiffon, gloves, lace, ribbons, thread, veils, etc.; excludes knit underwear (silk).

## 2. WOOL MANUFACTURES.

## (a) Carpets and rugs.

## (b) Felt and felt goods.

Includes felt shoes and paper makers' felt.

## (c) Woolens and worsteds.

Including mixed and union goods, shoddy, wool extract, wool waste.

## 3. COTTON GOODS.

Including cotton batting, netting, tape, thread, twine, yarn, waste, etc.

## 4. HOSIERY AND KNIT GOODS.

Gloves (knit, except silk).  
Sweaters.

Underwear (knit).  
Wristers, etc.

## 5. OTHER TEXTILES OF SILK, WOOL OR COTTON.

## (a) Dyeing, finishing, etc.

Bleaching.  
Mercerizing.  
Printing.

Refinishing.  
Sponging.  
Water proofing.

## (b) Upholstery goods.

Upholstery bindings, braids, fringes, galloons, gimpe, gorings, webbing, lace curtains, etc.

## (c) Braids, embroideries and dress trimmings.

Bias bindings.  
Bindings (dress).  
Chenille trimmings.

Cords (dress).  
Machine embroideries.  
Passementerie.

## 6. FLAX, HEMP AND JUTE MANUFACTURES.

Bagging.  
Burlaps.  
Carpets and rugs (jute).  
Cordage.  
Hammocks.

Linen fabrics (woven or knitted).  
Linen thread.  
Rope (jute, manilla, sisal).  
Twine.  
Yarn (flax, hemp, jute).

## 7. OILCLOTH, WINDOW SHADES, ETC.

Buckram.  
Crimoline.  
Hair cloth.

Imitation leather.  
Linoleum.

GROUP IX.

CLOTHING, MILLINERY, LAUNDRY, ETC.

1. MEN'S GARMENTS AND FURNISHINGS.

(a) Tailoring.

Men's and boys' outer garments—blouses, coats, jackets, overalls, overcoats, suits, trousers, vests, etc.

(b) Shirts, collars and cuffs.

Includes boys' waists, butchers' coats and aprons, pajamas, etc.

(c) Men's neckwear.

(d) Suspenders and other furnishing goods for men.

2. WOMEN'S GARMENTS AND FURNISHINGS.

(a) Dressmaking.

Women's and girls' outer garments—cloaks, dresses, jackets, kimonos, shirt waists, silk petticoats, skirts, suits, waists, wrappers; also cording and plaiting.

(b) Women's white goods.

Aprons (women's), handkerchiefs, lingerie, napkins, pillow cases and shams, and sheets, also hemstitching and tucking.

(c) Infants' wear.

Dolls' wear.

(d) Women's neckwear, etc.

Ruffings, ruching, silk belts, etc.

(e) Corsets, garters, etc.

Cloth covered buttons, cloth straps, fans, leggings.

3. MEN'S HATS AND CAPS.

Straw hats.

4. WOMEN'S HEADWEAR.

(a) Artificial Feathers and flowers.

Dyeing and curling feathers.

(b) Millinery.

5. MISCELLANEOUS NEEDLE WORK.

(a) Curtains, embroideries, etc.

Flags, regalia, stamped linens, stuffed toys; also carpet sewing by department stores.

(b) Quilts, comfortables, etc.

(c) Umbrellas and parasols.

(Umbrella sticks—III-4-a.)

6. LAUNDERING, CUSTOM DYEING, ETC.

(a<sup>1</sup>) Laundries (non-Chinese).

(a<sup>2</sup>) Chinese laundries.

(b) Cleaning and dyeing.

Carpet and rug cleaning.

7. CLIP SORTING.

## GROUP X.

## FOOD, LIQUORS AND TOBACCO.

## 1. GROCERIES.

- (a) Flour and other cereal products.

Brewers' grains, stock foods.

- (b) Sugar and molasses refining.

- (c) Fruit and vegetable canning and preserving.

Crushed and dried fruits, pickles, preserves, sauces, syrups, etc.

- (d) Coffee and spice roasting and grinding.

Mustard, peanut roasting.

- (e) Groceries not elsewhere classified.

Chocolate and cocoa.

Salt.

Gelatine.

Sifting seed.

Miscellaneous grocery packing.

Sorting beans.

Nut meats.

Yeast.

## 2. PROVISIONS.\*

Slaughter house and meat packing products, including fish, oysters, etc.; also wool pulling.

## 3. DAIRY PRODUCTS.

Butter, cheese, condensed milk, sugar of milk, etc.

## 4. BAKERY PRODUCTS, CONFECTIONERY, ETC.

- (a) Macaroni and other food pastes.

- (b) Crackers and biscuits.

Includes ice cream cones and matzoths.

- (c) Bread and other bakery products.

- (d) Confectionery and ice cream.

Includes cough drops, chewing gum, licorice, pop corn, salted peanuts.

## 5. BEVERAGES.

- (a) Artificial ice.

\* Includes refrigerating and warehousing.

- (b) Cider, apple juice, grape juice, vinegar, etc.

- (c) Mineral and soda waters.

Includes bottling same.

- (d) Malt.

- (e) Malt liquors.

Includes bottling same.

- (f) Vinous and distilled liquors.

Includes bottling same.

- (g) Miscellaneous bottling.

(Including bottle cleaning and sorting.)

## 6. TOBACCO PRODUCTS.

- (a) Tobacco and snuff.

- (b) Cigars.

- (c) Cigarettes.

## GROUP XI.

## WATER, LIGHT AND POWER.

1. WATER.
2. GAS.
4. ELECTRIC LIGHT AND POWER.
5. STEAM HEAT AND POWER.  
Includes compressed air.
6. GARBAGE DISPOSAL, ETC.

## GROUP XII.

## BUILDING INDUSTRY.

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2. PAINT SHOPS.  
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**PART II.**

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**BUREAU OF MERCANTILE  
INSPECTION.**

**18**

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# I.

## REPORT OF THE MERCANTILE INSPECTOR.

HON. JOHN WILLIAMS, *Commissioner of Labor, Albany, N. Y.*

SIR.—The following tables show with some detail the work of the Bureau of Mercantile Inspection for the year ended September 30, 1910.

### 1. WORK OF DEPUTY MERCANTILE INSPECTORS.

	1910.				Total. 1909.
	New York City.	Buffalo.	Rochester.	Total.	
<b>Regular inspections:</b>					
Mercantile.....	3,511	672	365	4,548	6,543
Office.....	91	25	17	133	176
Hotel.....	6	2	.....	8	18
	<u>3,608</u>	<u>699</u>	<u>382</u>	<u>4,689</u>	<u>6,737</u>
<b>Special inspections:</b>					
Mercantile.....	452	45	39	536	592
Office.....	1	9	.....	10	4
Hotel.....	.....	1	.....	1	2
	<u>453</u>	<u>55</u>	<u>39</u>	<u>547</u>	<u>598</u>
<b>Observations:</b>					
Mercantile.....	3,265	867	224	4,356	5,013
Office.....	56	24	1	81	302
Hotel.....	5	8	1	14	153
	<u>3,326</u>	<u>899</u>	<u>226</u>	<u>4,451</u>	<u>5,468</u>
<b>Investigations:</b>					
Complaints.....	123	16	10	149	204
Compliances (number of establishments) ..	1,509	151	171	1,831	3,887
	<u>1,632</u>	<u>167</u>	<u>181</u>	<u>1,980</u>	<u>4,091</u>
<b>Prosecutions begun*</b> .....	394	50	11	455	376
	<u>394</u>	<u>50</u>	<u>11</u>	<u>455</u>	<u>376</u>

\* See detailed table of prosecutions, p. 400.

## 2. CHILDREN FOUND IN MERCANTILE ESTABLISHMENTS.

	14 TO 16 YEARS OF AGE EMPLOYED —				UNDER 14 YEARS. Illegally employed.		Total under 16.
	Legally.		Illegally.		Boys.	Girls.	
	Boys.	Girls.	Boys.	Girls.			
New York City.....	797	847	937	142	381	13	3,117
Bronx.....	33	73	132	8	84	2	332
Brooklyn.....	74	150	158	44	75	2	503
Manhattan.....	690	624	634	89	214	9	2,260
Queens.....			13	1	4		18
Richmond.....					4		4
Buffalo.....	476	136	230	28	119	4	993
Rochester.....	71	134	294	29	191	3	722
Total.....	1,344	1,117	1,461	199	691	20	4,832

## 3. ORDERS ISSUED BY BUREAU OF MERCANTILE INSPECTION.

	Orders. [With reference to section of Labor Law violated.]	Orders issued.	Compliances reported.
I. Administration.			
Post Law (§ 173).....		1	1
Keep employment certificates in separate file (§ 167).....		1	1
Keep register of children employed (§ 167).....		58	54
II. Sanitation.			
Allow forty-five minutes for noonday meal (§ 161).....		45	*56
Provide water-closet (§ 168).....		485	463
Provide separate water-closet (§ 168).....		131	98
Designate water-closets (§ 168).....		69	44
Clean water-closets (§ 168).....		376	323
Ventilate water-closet (§ 168).....		132	*138
Paint water-closet (§ 168).....		31	27
Light water-closet (§ 168).....		148	*156
Remove obscene writing and marking from water-closets (§ 168).....		74	69
Screen water-closet (§ 168).....		93	72
Repair water-closet (§ 168).....		145	*158
Make water-closet accessible (§ 168).....		27	16
Repair plumbing (§ 168).....		78	44
Ceil water-closet (§ 168).....		1	1
Provide wash-room (§ 168).....		26	12
Paint wash-room (§ 168).....		4	1
Clean wash-room (§ 168).....		25	12
Repair wash-room (§ 168).....		5	1
Make wash-room accessible (§ 168).....		2	
Clean lunch-room (§ 169).....		2	1
III. Children.			
Cease employing children under 16 over 54 hours per week or after 7:00 p. m. (§ 161).....		197	187
IV. Women and Minors.			
Cease employing females under 21 years over 10 hours per day or 60 hours per week (§ 161).....		196	159
Provide seats for females (§ 170).....		57	51
Totals.....		2,409	2,145

\* The excess of number of orders complied over number of orders issued, represents compliances during the fiscal year 1909-1910, with orders issued during the fiscal year 1908-1909.

4. SUMMARY OF PROSECUTIONS UNDER THE MERCANTILE LAW.

(RESULTS TO SEPT. 30, 1910.)

OFFENSE.	Number of cases.	Pend- ing.	Dis- missed or ac- quitted.	With- drawn.	Con- victed; sen- tence sus- pended.	Con- victed; fin- ed.	Finer.
(A) PROCEEDINGS INSTITUTED BEFORE OCTOBER 1, 1909.							
I. Administration:							
Interfering with deputy mer- cantile inspector.....	1	....	1	.....	.....	.....	.....
III. Children:							
Employing children under 14....	11	....	1	.....	5	5	\$105
Employing children under 16 with- out Board of Health certificate.	*29	....	6	3	19	1	20
Employing children under 16 be- fore 7 a. m. or after 7 p. m....	20	....	5	.....	10	5	130
IV. Women and Minors:							
Employing females under 21 after 10 p. m.....	5	....	2	.....	3	.....	.....
Total.....	66	....	15	3	37	11	\$255

(B) PROCEEDINGS INSTITUTED IN CURRENT YEAR.

I. Administration:							
Interfering with deputy mer- cantile inspector.....	1	....	.....	.....	1	.....	.....
II. Sanitation:							
Failure to provide water-closet..	1	....	.....	.....	1	.....	.....
III. Children:							
Employing children under 14....	166	12	16	.....	85	53	\$1,195
Employing children under 16 with- out Board of Health certificate.	†151	7	17	2	86	†39	920
Employing children under 16 be- fore 7 a. m. or after 7 p. m....	121	15	16	.....	60	30	690
IV. Women and Minors:							
Employing females under 21 after 10 p. m.....	10	2	2	.....	2	†	80
Employing females under 21 more than 60 hours per week.....	‡4	...	1	.....	‡2	†	20
Employing women and minors in basement without permit.....	1	....	1	.....	.....	.....	.....
Total.....	455	36	53	2	237	127	\$2,905
Grand Total.....	521	36	68	5	274	138	\$3,160

\* Erroneously given as 30 in last year's report.

† Includes 1 case dismissed by magistrate in previous year, reopened by district attorney this year; defendant was fined \$20.

‡ Includes 2 cases dismissed by magistrate in previous year, reopened by district attorney this year.

## 5. COMPLAINTS RECEIVED BY BUREAU OF MERCANTILE INSPECTION.

SUBJECT OF COMPLAINT.	Sustained.	Not sustained.	Total.	Thereof anonymous.
II. Sanitation.				
Lack of water-closets.....	7	3	10	2
Unclean water-closets.....	1	2	3	.....
Lack of seats for females.....	9	5	14	6
Insufficient lunch hour.....	1	1	2	.....
General unsanitary conditions.....	5	7	12	5
III. Children.				
Employment of children under 14.....	32	18	50	21
Children 14 to 16 working without certificate....	19	20	39	17
Children 14 to 16 working after 7:00 p. m.....	2	2	4	.....
Children 14 to 16 working over 54 hours per week..	2	3	5	3
IV. Women and Minors.				
Women under 21 years working over 60 hours per week.....	4	6	10	7
Total.....	82	67	149	61

## WORK OF DEPUTY MERCANTILE INSPECTORS (Table 1).

The work accomplished by the mercantile bureau for the year 1909-10 demonstrates, as did the work of the previous year, our inability to properly cover the cities under our jurisdiction with the present force of inspectors.

During the year there were 5,236 inspections, and 4,451 observations made. All the large stores have been inspected and patrolled. Such establishments as persist in violating the law in regard to the illegal employment of children, have also received attention. As far as possible the territory not covered last year was inspected.

## COMPLAINTS (Table 5).

There were received during the year 149 complaints, as compared with 204 in the year 1908-9. Of the total 88 were signed by the persons making the complaints and 61 were anonymous. All received prompt attention; 82 were sustained and 67 were not sustained. The various subjects of complaints received are shown in Table 5 above.

## CHILD LABOR (Table 2).

There were 2,371 children under sixteen years of age found illegally employed. Between fourteen and sixteen: 199 girls, 1,461 boys, total 1,660. Under fourteen years of age: 20 girls,

691 boys, total 711. There were also found legally employed under sixteen years of age, 1,117 girls, 1,344 boys, total 2,461; making a total of all children found employed of 4,832. This shows that 49.1 per cent of all children found working were illegally employed, as compared with 51.4 per cent for the previous year.

Proof of age was demanded, as provided in section 167, for 151 children apparently under sixteen years of age; 47 proved to be sixteen years of age or over; 20 proved to be between fourteen and sixteen years of age; 2 were under fourteen years of age; 81 left employment or were discharged for failing to prove their age.

I desire to call attention to the fact that many employers endeavor to coach the children to claim they are sixteen years of age, believing that in this way they can evade the law and the responsibility for employing such children. From the above figures one would not imagine there had been any decrease in the amount of child labor in places enumerated in section 161. However, there has been a marked improvement. There are still many merchants who deliberately violate the law in this respect, notwithstanding the fact that most of them know what the law requires. There is at present a large number of children illegally employed.

I wish to call attention to the amendment made to section 161, which reads, "Or as a messenger, usher or checker in places of amusement," which became operative October 1, 1910. This change does not meet all conditions. In enumerating the occupations we have failed to cover children selling or taking tickets, and there are many so employed in moving-picture shows.

We have received complaints regarding the employment of children in barber shops and boot-blackening establishments. We have no jurisdiction over these children. Numerous complaints were received from merchants, stating that they are prohibited from employing children under fourteen years of age, while many children of that age were permitted to sell newspapers and merchandise in the vicinity of their places of business after the hours prohibited in the law covering street trade. On investigation we found that many small children were permitted to sell

newspapers and merchandise on the streets, in saloons and concert halls until midnight. The children selling papers are covered by Article XV, but there is no provision in Articles XV or XI covering children selling merchandise who claim to be selling for themselves, but who in reality are selling for their parents or other persons. Owing to the deplorable condition existing at the summer resorts in New York City this past summer I called the attention of the police commissioner of New York City to such condition on July 20, 1910, and as a result of such correspondence, the following is part of Special Order No. 241, issued by the police commissioner on September 7, 1910:

" New York, September 7, 1910.

" Official Order No. 241.

" Police Department.

" No. 12 — Attention is called to Article XV of the Labor Law (Chapter 31 of the Consolidated Laws) of the State of New York, and particularly to section 224 thereof.

" Commanding officers of districts and precincts, are directed to see that the members of their respective commands are properly instructed with reference to the provisions of this law and its enforcement."

It is my opinion that the part of section 161 relative to the employment of children should be amended to include all children employed other than those employed in places defined as factories. I am also convinced that Article XV, covering street trades, should be so amended as to protect the morals of children of tender years.

### HOURS OF LABOR.

During the year 1906 orders were issued to reduce the hours of labor of females between sixteen and twenty-one years of age, and 159 compliances were secured. There were 197 orders issued to reduce the hours of labor of children under sixteen years of age, and 187 compliances secured. The orders issued do not show the real condition. Many employees will not tell the actual hours of labor for fear of losing their employment. The records of this bureau show that many females are compelled to work 84 hours per week.

The part of section 161 relative to the hours of labor of females from sixteen to twenty-one years of age, is one of the most difficult provisions of the law to enforce. The amendments made to this section by the last Legislature, which became operative on October 1, 1910, prohibiting work after 10 p. m. of any day, makes some improvement. It still provides that there shall not

be more than ten hours' work in any one day "unless for the purpose of making a shorter work day of some one day of the week." The claim is always made, when employees are found working over ten hours per day, that it is for the purpose of making a shorter day of some one day of the week. This compels the inspector to prove the total number of hours per week, and makes it much more difficult to prove. The provision calling for ten hours' work between the hours of 7 A. M. and 10 P. M., allows a period of fifteen hours per day in which to perform ten hours' work. Should a female between sixteen and twenty-one years of age be found working before 7 A. M. or after 10 P. M., it is not difficult to prove this fact in court. To prove the actual hours worked per day or week is almost impossible unless we secure the aid of the employee. The fear of losing their employment has deterred many employees from rendering assistance to the deputies of this bureau.

I would recommend that section 161 be amended so as to shorten the period in which females sixteen to twenty-one years of age are permitted to perform ten hours' work on all days other than Saturday; that no such female be employed or permitted to work more than six days or sixty hours in any one week, and that there shall be posted in a conspicuous place a notice stating the number of hours per day for each day of the week and the time such work begins and ends each day.

#### WASHROOMS AND WATER-CLOSETS.

The conditions regarding wash-rooms and water-closets in mercantile establishments have been greatly improved since this bureau has been enforcing the provisions of section 168, but it requires constant attention in order to have them kept in proper sanitary condition. There were 1,852 orders issued relative to wash-rooms and water-closets during the year, and 1,635 compliances secured, as compared with 3,346 orders issued the previous year, and 3,106 compliances secured. Table 3 above gives details as to this year's orders.

Section 168 requires that "suitable and proper wash-rooms and water-closets shall be provided in, adjacent to or connected with mercantile establishments where women and children are em-

ployed." The words "women and children" have given the bureau considerable trouble, it being contended that we have no jurisdiction where women only or children only are employed. Under the provisions of this section we have no power to issue orders for wash-rooms or water-closets in offices or other places where women and children are employed, or in mercantile establishments where only males over sixteen years of age are employed. We have found conditions in many office buildings and other places as bad as any found in mercantile establishments. It is my opinion that section 168 should be amended, giving this bureau power to order proper toilet facilities in all places coming under the provisions of the law regardless as to whether they employ males or females. In many places employing males over sixteen years of age there are no toilet accommodations, and they should be provided in order to improve the sanitary condition of the premises.

#### SEATS FOR FEMALES.

The law requiring one seat for every three females is generally complied with. A total of 57 orders were issued to "provide seats for females and permit the use of same," and 51 compliances were secured. During the year we received 14 complaints relative to the use of seats; 9 were sustained and 5 not sustained. Section 170 reads "chairs, stools or other suitable seats." Where chairs or stools are used it is not easy to keep them properly distributed. In some of the larger stores this has been remedied by attaching permanently to each counter or table a sufficient number of adjustable seats. Chairs and stools have caused injury to patrons and employees, particularly when placed at bargain counters in the aisles of stores. We have advised against using them in such places.

While we have very little trouble to secure compliance with an order to provide a sufficient number of seats, it is a fact that some of the proprietors will not permit the employees to use them after they have provided the required number. We have contemplated prosecuting such employers. To do so we would have to rely on the evidence of the employees, who usually think more of their position than the enforcement of this section of the law, especially enacted for their benefit.



## VENTILATION.

Section 171 provides that basements in mercantile establishments shall be properly ventilated. The basement of mercantile establishments, however, is not the only part of the building that should be properly ventilated. Considering the large number of employees and patrons of such places there should be provision in the law requiring sufficient ventilation in all parts of buildings used as business offices or mercantile establishments, when the conditions show that such ventilation is necessary.

## PROSECUTIONS (Table 4).

Prosecutions for the year numbered 455, the subjects and results of which are shown in Table 4 above. Of these 419 were disposed of and 36 were pending September 30, 1910. In 127 cases fines were imposed amounting to \$2,905; 237 defendants were convicted or pleaded guilty and sentence was suspended; 18 were dismissed or acquitted in Special Sessions and 35 were dismissed by magistrates; 2 cases were withdrawn as witnesses had left the state. Fourteen of the defendants fined were convicted of the second offense.

On October 1, 1909, there were 66 cases pending which have been disposed of during the year. In 11 cases fines were imposed amounting to \$255; 37 defendants were convicted or pleaded guilty and sentence was suspended; 14 were dismissed or acquitted in Special Sessions, and 1 was dismissed by magistrate.

Total amount of fines imposed during the year was \$3,160, as compared with \$1,815 for the previous year. In connection with prosecutions the deputies of the bureau spent 3,131 hours in court work.

## ESCAPE IN CASE OF FIRE.

In the performance of our duties the inadequate means of escape in case of fire was forced upon our attention in many buildings. Although this is a matter over which the department has no jurisdiction it is, nevertheless, of grave importance.

This year there were inspected 166 mercantile and other establishments, each employing over one hundred persons. The maximum number of employees in one office was 1,714, and in one

mercantile establishment 6,105. Many of the office buildings are considered fire-proof. In many of them there is not ample provision for escape in case of fire. In mercantile establishments the conditions are much more serious. Few of the buildings are fire-proof and it is questionable if any of them are properly equipped with exits and fire escapes from all parts of the buildings. It should be borne in mind that even in the most modern building the fixtures and the merchandise exposed for sale are of the most inflammable nature. When you consider the precautions taken as to exits and escapes in theaters one must marvel that practically no attention has been given to mercantile establishments, many of which have as many or more employees than the average theater will seat, to say nothing of the thousands of patrons who with the employees are distributed all over the different parts of the building or buildings of such establishment.

It is a very conservative estimate to say that during the greater part of the day there are two patrons in these stores to each employee. This would mean that many of the large stores have more people within their buildings at one time than could be seated in Madison Square Garden. I have given this subject careful attention for two years and from conservative estimates know that some of the stores have, at many times during the year, twenty-five thousand persons in the store at one time, while during the Christmas season many of them will have fifty thousand or more. There are many employees and patrons in the basements of these stores, and in some of them it would be next to impossible to get them out in the event of fire.

In many of the large stores the main stairways adjoin the elevator shaft, and in some instances wind around elevators that are not enclosed in fireproof shafts. Such stairways would be useless in case of fire. One can see from casual observation that the aisle space in many of the stores is not sufficient for the number of persons using the same. The fact that permanent and temporary bargain counters are placed in the aisles would lead to serious trouble in case of fire or panic.

In cities of the first class building code seems to give ample power to change existing conditions. Some one should be re-

sponsible for changing them in order to afford proper protection to the thousands of patrons and employees of such establishments, at least by properly designating all fire exits, having all doors open outward and providing ample means of escape from all parts of buildings.

Respectfully submitted,

(Signed) JAMES L. GERNON,  
*Mercantile Inspector.*



## II. STATISTICAL TABLES.

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PREPARED BY THE BUREAU OF LABOR STATISTICS.

- I. Prosecutions.
- II. Statistics of mercantile establishments inspected in 1909 and 1910: by branches of trade and cities.
- III. Statistics of mercantile establishments inspected in 1909 and 1910: by cities and branches of trade.

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TABLE I.—DETAILED STATEMENT OF PROSECUTIONS

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY.	
O. T. Shaw, Iron Steamboat Pier, Coney Island. Thorley's, 562 Fifth ave. (Charles Thorley, proprietor).	Interference with deputy mercantile inspector.. Interference with deputy mercantile inspector..
NEW YORK CITY.	
Louis Schmidt, Clason Point road..... A. D. Matthew's Sons, Fulton st., Gallatin place and Livingston st., Brooklyn (Jas. Matthews and Gardner D. Matthews, proprietors).	Failure to provide water closet..... Employing women and children in basement without permit.
BUFFALO.	
Cormean Forestier, 36 Washington market .... John Gelun, 38-45 Elk st. market..... Angelo Gesuele, 20 Washington market..... George Goetz, 34-35 Ellicott st., Washington market. Samuel Goodman, 9 Broadway market..... Great Atlantic and Pacific Tea Co., 33-35 E. Chippewa st. (Miles I. Beishline, manager). Ralph P. Hawley, 1527 Main st..... Charles Hines, 5-6 Washington market..... Frank M. Howe, 111 Michigan st..... Benj. Klir, 32-34 Ellicott st., Washington market. Wm. Kleoss, 19 Broadway market..... Wm. Navel, 41 E. Chippewa st..... August J. Reichert, 763 Jefferson st..... John G. Sattler, 994-998 Broadway..... Mariana Scarpase, 31 Washington market (Samuel Scarpase, manager). Rebecca Stromberg, 26-27 Broadway market ..	Employing child under 14 years of age.. Employing child under 14

## FOR VIOLATION OF THE MERCANTILE LAW.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Aug. 19, '09, Nov. 26.. July 25, Sept. 2.....	Special Sessions..... Special Sessions.....	Acquitted. Pleaded guilty; sentence suspended.	
May 13, June 27..... Feb. 14, Apr. 20.....	Special Sessions..... Magistrate's Court.....	Pleaded guilty; sentence suspended. Dismissed.	
May 10, May 18..... May 17, May 19..... June 15, June 20..... May 10, May 18.....	City Court..... City Court..... City Court..... City Court.....	Convicted; sentence suspended. Convicted; sentence suspended. Convicted; sentence suspended. Discharged.	
May 5, May 25..... May 24, May 28.....	City Court..... City Court.....	Convicted; sentence suspended. Pleaded guilty; sentence suspended.	
July 26, July 27..... May 10, May 18..... May 23, May 25..... May 10, May 16.....	City Court..... City Court..... City Court..... City Court.....	Convicted; sentence suspended. Convicted; sentence suspended. Pleaded guilty; sentence suspended. Convicted; sentence suspended.	
May 25, June 6..... May 23, May 28..... Apr. 12, Apr. 15..... Jan. 19, Jan. 20..... May 10, May 18.....	City Court..... City Court..... City Court..... City Court..... City Court.....	Pleaded guilty; sentence suspended. Pleaded guilty; sentence suspended. Convicted; fined..... Pleaded guilty; fined..... Convicted; sentence suspended.	\$20 00 20 00
May 5, May 13.....	City Court.....	Dismissed.	
Aug. 9, '09, Oct. 4..... Mar. 3, Mar. 25..... Dec. 20, Dec. 30..... June 9, June 20..... June 24, Aug. 29..... Mar. 28, May 2..... Mar. 28, Apr. 21..... Feb. 14, June 16.....	Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions.....	Pleaded guilty; fined..... Pleaded guilty; fined..... Pleaded guilty; fined..... Pleaded guilty; sentence suspended. Pleaded guilty; fined..... Pleaded guilty; fined..... Pleaded guilty; sentence suspended. Acquitted.	25 00 20 00 20 00 20 00 20 00 20 00
Nov. 30, Jan. 7..... Apr. 27, May 5..... June 10, July 28..... Dec. 30, Jan. 10..... Aug. 9, '09, Nov. 1.....	Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions.....	Pleaded guilty; sentence suspended. Pleaded guilty; fined..... Pleaded guilty; sentence suspended. Pleaded guilty; sentence suspended. Acquitted.	20 00
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 3..... Aug. 18, Sept. 2..... Apr. 23, May 9..... Mar. 31, Apr. 27..... Mar. 29, Apr. 4.....	Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions..... Special Sessions.....	Pending. Pleaded guilty; fined..... Pleaded guilty; sentence suspended. Pleaded guilty; fined..... Pleaded guilty; sentence suspended.	20 00 50 00
Mar. 7, Mar. 28..... Aug. 26.....	Special Sessions..... Special Sessions.....	Pleaded guilty; sentence suspended. Pending.	
Aug. 2, Sept. 12..... Feb. 24, Mar. 11.....	Special Sessions..... Special Sessions.....	Pleaded guilty; sentence suspended. Pleaded guilty; fined.....	20 00
June 16, June 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 9, July 20.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Apr. 7, Apr. 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
NEW YORK CITY—Continued.	
Jas. Butler, Inc., 2077 Eighth ave. ....	Employing child under 14 years of age .....
Jas. Butler, Inc., 353 Ninth ave. ....	Employing child under 14 years of age .....
Cahen & Co., 290 Ninth ave. (Abraham Cahen, partner) .....	Employing child under 14 years of age .....
Samuel Cohn, 212 St. Ann's ave. ....	Employing child under 14 years of age .....
Columbian market, 703 Eighth ave. (Bernard Weiss, proprietor) .....	Employing child under 14 years of age .....
Eugene Comparetti, 232 Willis ave. ....	Employing child under 14 years of age .....
Cretona Hand Laundry, 3993 Third ave. (Samuel Gettelman, proprietor) .....	Employing child under 14 years of age .....
Cuomo Bros., 475 E. Tremont ave. (Tony Cuomo, partner) .....	Employing child under 14 years of age .....
James De Mari, 771 Columbus ave. ....	Employing child under 14 years of age .....
William H. Dickhut, 322 Macon st., Brooklyn .....	Employing child under 14 years of age .....
East Side Packing House, 2407 Eighth ave. (William Smith, manager) .....	Employing child under 14 years of age .....
Joseph Ecker, 1501 South boulevard .....	Employing child under 14 years of age .....
Edelmuth Bros., 1633 Second ave. (Leopold Edelmuth, partner) .....	Employing child under 14 years of age .....
Max Eisner, Rockaway Beach, Iron Pier entrance .....	Employing child under 14 years of age .....
Empire Market, 373 Lenox ave. (Chas. Ewald, proprietor) .....	Employing child under 14 years of age .....
Empire State Tea Co., 2698 Eighth ave. (John Gillespie, manager) .....	Employing child under 14 years of age .....
Raphael Engelberg, 144 W. 133rd st. ....	Employing child under 14 years of age .....
Jacob Eppinger, 932 Columbus ave. ....	Employing child under 14 years of age .....
Hugh Feenaghty, 5902 Fifth ave., Brooklyn .....	Employing child under 14 years of age .....
Ferony Bros., 1312 Boston road (Jerry Ferony, partner) .....	Employing child under 14 years of age .....
Jacob Fleischmann, 2578 Eighth ave. ....	Employing child under 14 years of age .....
Jacob Fox, 890 E. 170th st. ....	Employing child under 14 years of age .....
Michael Ganem, South Beach, Happyland, Stapleton, Staten Island .....	Employing child under 14 years of age .....
H. Germain Co., 3425 Third ave. (Joseph Friedman, manager) .....	Employing child under 14 years of age .....
William Germer, 5806 Fifth ave., Brooklyn .....	Employing child under 14 years of age .....
William Glier, 1595 Fulton st., Brooklyn .....	Employing child under 14 years of age .....
William Graf, 1429 Fulton st., Brooklyn .....	Employing child under 14 years of age .....
Great Atlantic and Pacific Tea Co., 291-293 Hudson st. ....	Employing child under 14 years of age .....
Great Atlantic and Pacific Tea Co., 786 Westchester ave. (Bernard Sexton, manager) .....	Employing child under 14 years of age .....
Gristede Bros., 2112 Eighth ave. (Bernard Witsork, manager) .....	Employing child under 14 years of age .....
Sol. Haas, 659 Second ave. ....	Employing child under 14 years of age .....
Alexander Halpern, 1396 Madison ave. ....	Employing child under 14 years of age .....
Harry Hamilton, 864 Forest ave. ....	Employing child under 14 years of age .....
Harmon Lewis Development Co., Surf ave., Coney Island (Charles Schied, manager) .....	Employing child under 14 years of age .....
Charles Hemhdt, 1388 St. Nicholas ave. ....	Employing child under 14 years of age .....
W. Henn & Co., 2075 Eighth ave. (William Henn, proprietor) .....	Employing child under 14 years of age .....
John E. Henry, 110 Seventh ave., Brooklyn .....	Employing child under 14 years of age .....
Samuel Heymann, 5719 Fifth ave., Brooklyn .....	Employing child under 14 years of age .....
Louis Hodes, 4808 Third ave., Brooklyn .....	Employing child under 14 years of age .....
Imperial Market, S. S. Lehman, 1199 Fulton st., Brooklyn (Philip Lehman, manager) .....	Employing child under 14 years of age (2) .....
Samuel Jaffe, 5022 Third ave., Brooklyn .....	Employing child under 14 years of age .....
Julius, 115 Lexington ave. (George Julius, manager) .....	Employing child under 14 years of age .....
Morris Katz, 1411 Madison ave. ....	Employing child under 14 years of age .....
Isaiah Keit, 915 Broadway, Brooklyn .....	Employing child under 14 years of age .....
Albert Kern, 2379 Jerome ave. ....	Employing child under 14 years of age .....
Gustav Knauert, 2482 Eighth ave. ....	Employing child under 14 years of age (2) .....
Edward Kraus, 2441 Jerome ave. ....	Employing child under 14 years of age .....
B. Laffer, 309 W. 110th st. (Jacob Laffer, manager) .....	Employing child under 14 years of age .....
J. Lauchheimer & Co., 1533 Third ave. (Florian L. Waldeck, manager, 2nd floor) .....	Employing child under 14 years of age .....
CHILDREN—Continued.	



Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Dec. 20, Jan. 24.....	Special Sessions.....	Pleaded guilty; fined.....	\$50 00
Dec. 20, Jan. 24.....	Special Sessions.....	Convicted; sentence suspended.	
May 19.....	Special Sessions.....	Pending.	
Mar. 7, Mar. 17.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 14, July 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 31, Apr. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 16, July 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 5, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 18, Jan. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Apr. 12, Apr. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Apr. 23, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 7, Apr. 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 28, Mar. 7.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 13, Sept. 20.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Apr. 15, Apr. 25.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 12, Nov. 22.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 26, July 28.....	Special Sessions.....	Pleaded guilty; fined.....	25 00
Oct. 7, Oct. 21.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 14, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 20, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 28, Nov. 9.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Feb. 23, Mar. 28.....	Special Sessions.....	Convicted; sentence suspended.	
July 1, July 20.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Nov. 6, Dec. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Apr. 12, Apr. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 3, June 16.....	Special Sessions.....	Acquitted.	
July 9, '09, Oct. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 9, Nov. 16.....	Magistrate's Court.....	Discharged.	
June 9, July 28.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 29, Apr. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 14, Aug. 1.....	Special Sessions.....	Pleaded guilty; fined.....	
Dec. 30, Jan. 16.....	Special Sessions.....	Pleaded guilty; sentence suspended.	20 00
Aug. 9, '09, Mar. 4.....	Special Sessions.....	Convicted; fined.....	20 00
Oct. 28, Nov. 15.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 11, Jan. 20.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 2.....	Special Sessions.....	Pending.	
Dec. 13, Sept. 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 21, Mar. 11.....	Special Sessions.....	Pleaded guilty; fined.....	
Mar. 3, Mar. 25.....	Special Sessions.....	Pleaded guilty; fined (1).....	25 00
		Sentence suspended (1).	20 00
Dec. 29, Jan. 21.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 31, Apr. 28.....	Magistrate's Court.....	Dismissed.	
Aug. 18.....	Special Sessions.....	Pending.	
July 7, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	20 00
July 15, Aug. 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 29, '09, Oct. 11.....	Special Sessions.....	Pleaded guilty; fined (1).....	
		Sentence suspended (1).	
July 15, Aug. 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 31, Apr. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 21, Dec. 30.....	Special Sessions.....	Pleaded guilty; sentence suspended.	

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY—Continued.</b>	
Samuel Lauer, 432 Hamburg ave., Brooklyn...	Employing child under 14 years of age.....
Herman Levy, 2851 Eighth ave.....	Employing child under 14 years of age.....
Lindemann & Co., 51 W. 42nd st.....	Employing child under 14 years of age.....
Locascio & Co., 913 Fulton ave., Brooklyn....	Employing child under 14 years of age.....
Chas. Lynch, 229 Ninth ave.....	Employing child under 14 years of age.....
Macon Pharmacy, The, 263 Reid ave., Brooklyn (Thos. G. Frytherch, proprietor).....	Employing child under 14 years of age.....
Aaron Marcus, 210 Willis ave.....	Employing child under 14 years of age.....
William Metzger, 215 Ninth ave.....	Employing child under 14 years of age.....
Conrad Meyer, 1785 Fulton st., Brooklyn....	Employing child under 14 years of age.....
Fred. H. Meyer, 1293 Boston road.....	Employing child under 14 years of age.....
Harry Meyer, 150 Eighth ave.....	Employing child under 14 years of age.....
Meyer & Brederhoff, 1361 St. Nicholas ave. (Christopher Brederhoff, partner).....	Employing child under 14 years of age.....
Charles Molia, 2298 Eighth ave.....	Employing child under 14 years of age.....
Monte Christo Laundry, 110 Lenox ave. (Casimiro Zerilli, proprietor).....	Employing child under 14 years of age.....
Chris. Nelson, 339 Macon st., Brooklyn....	Employing child under 14 years of age.....
Ernest Neuman, 173 Willis ave.....	Employing child under 14 years of age.....
New Amsterdam Dept. Store, 760-62 Amsterdam ave. (Joseph Strauss, proprietor).....	Employing child under 14 years of age.....
New York Centadrink Co., Surf ave., Coney Island.....	Employing child under 14 years of age.....
Olympia Florist, 686 Westchester ave. (George Vlahavas, manager).....	Employing child under 14 years of age.....
Patrick Parker, 820 Westchester ave.....	Employing child under 14 years of age.....
Andrew Passagno, 492 E. 169th st.....	Employing child under 14 years of age.....
George Pezzullo, 635 Morris ave.....	Employing child under 14 years of age.....
Mike Pollak, 1308 First ave.....	Employing child under 14 years of age.....
Popular Market, 1569 Broadway, Brooklyn (Simon Schwartz, proprietor).....	Employing child under 14 years of age.....
Proses Bros., 1173 Fulton st., Brooklyn (Armand Proses, partner).....	Employing child under 14 years of age.....
Prospect 5, 10 and 19 Cent Store, 626 Fifth ave., Brooklyn (Abraham Weinstock, pro- prietor).....	Employing child under 14 years of age.....
Chris. Rais, 776 Gates ave., Brooklyn.....	Employing child under 14 years of age.....
Abraham Raucher, 4716 Fifth ave., Brooklyn..	Employing child under 14 years of age.....
Re Bros., 137 Fifth ave., Brooklyn (Antonio Re, partner).....	Employing child under 14 years of age.....
Daniel Reeves, 330 Ninth ave.....	Employing child under 14 years of age.....
Tony Regga, 930 Longwood ave.....	Employing child under 14 years of age.....
Saul Reinhardt, 5-10-19 Cent Store, 440 Fifth ave., Brooklyn.....	Employing child under 14 years of age.....
Rhode's Millinery Establishment, 2931 Third ave. (John Rhode, proprietor).....	Employing child under 14 years of age.....
Charles Richter, 685 Second ave.....	Employing child under 14 years of age.....
Anthony Rossi, Steeplechase Park, Coney Island.....	Employing child under 14 years of age.....
St. James Market, 916 Fulton st., Brooklyn (George Von Derheide, proprietor).....	Employing child under 14 years of age.....
St. Louis Beef Co., 784 Westchester ave., (Gus- tav Briedenbach, proprietor).....	Employing child under 14 years of age.....
Sampson & Co., 159 Fifth ave., Brooklyn (James Sampson, proprietor).....	Employing child under 14 years of age.....
Henry Saul, 1386 St. Nicholas ave.....	Employing child under 14 years of age.....
Schaffer & Rice, Midland Beach, Staten Island (Gustave Rice, partner).....	Employing child under 14 years of age.....
Abraham Schechter, 205 Ninth ave.....	Employing child under 14 years of age.....
Henry Schilling, 204 East 84th st.....	Employing child under 14 years of age.....
Jacob Schimkowitz, Taubs Hotel, Far Rocka- way.....	Employing child under 14 years of age.....
Joseph Schneller, 1315 First ave.....	Employing child under 14 years of age.....
George Schober, 76 Fifth ave.....	Employing child under 14 years of age.....
Christian Schuck & Co., 213 Willis ave.....	Employing child under 14 years of age.....
Schults Novelty Co., 122 Nassau st. (John A. Schults, Jr., partner).....	Employing child under 14 years of age.....
Schwartz & Forger, 1 East 38th st. (William Forger, proprietor).....	Employing child under 14 years of age.....
Patrick H. Scott, 42 Mercer st.....	Employing child under 14 years of age.....
<b>CHILDREN—Continued.</b>	

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Sept. 29 .....	Magistrate's Court .....	Pending.	
Nov. 26, Dec. 6 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Sept. 15, Sept. 27 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
July 23 .....	Special Sessions .....	Pending.	
Feb. 18, Mar. 2 .....	Special Sessions .....	Pleaded guilty, sentence suspended.	
Nov. 15, Dec. 2 .....	Magistrate's Court .....	Dismissed.	
May 5, June 2 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
May 13, June 2 .....	Special Sessions .....	Pleaded guilty; fined .....	\$20 00
Aug. 26 .....	Special Sessions .....	Pending.	
June 25, July 5 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Mar. 23, Mar. 31 .....	Special Sessions .....	Pleaded guilty, sentence suspended.	
Oct. 28, Nov. 9 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Mar. 29, Apr. 21 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Mar. 7, Mar. 14 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Aug. 2, Sept. 12 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Mar. 20, Apr. 6 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Apr. 7, May 2 .....	Special Sessions .....	Acquitted.	
Sept. 27, '09, Dec. 17 ..	Special Sessions .....	Convicted; fined .....	20 00
June 2, June 13 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Jan. 22, Mar. 28 .....	Special Sessions .....	Pleaded guilty; fined .....	50 00
Oct. 26, Nov. 8 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Apr. 27, May 12 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Sept. 7, Sept. 16 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Aug. 15 .....	Special Sessions .....	Pending.	
July 23, Sept. 12 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Dec. 30, April 4 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
May 4, '09, Nov. 29 ..	Special Sessions .....	Pleaded guilty; sentence suspended.	
Nov. 12, Feb. 10 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Nov. 22, Dec. 10 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Oct. 28, Nov. 8 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Mar. 9, April 4 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
July 5, Aug. 1 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
June 10, June 20 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Nov. 6, Nov. 16 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Aug. 9, '09, Nov. 1 .....	Special Sessions .....	Convicted; sentence suspended.	
Mar. 3, April 4 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Dec. 30, Jan. 10 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
Nov. 22, June 16 .....	Special Sessions .....	Acquitted.	
Oct. 28, Nov. 9 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Sept. 17, '09, Oct. 6 ..	Special Sessions .....	Pleaded guilty; sentence suspended.	
Feb. 18, Mar. 2 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	
June 3, June 13 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
July 19, Sept. 13 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Sept. 7, Sept. 16 .....	Special Sessions .....	Pleaded guilty; fined .....	25 00
Feb. 24, Mar. 18 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Jan. 28, Mar. 28 .....	Special Sessions .....	Pleaded guilty; fined .....	50 00
July 27, Aug. 29 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Mar. 31, June 2 .....	Special Sessions .....	Pleaded guilty; fined .....	20 00
Mar. 29, April 4 .....	Special Sessions .....	Pleaded guilty; sentence suspended.	

LOCALITY, DEFENDANT AND PREMISES.	Offense.
<b>NEW YORK CITY—Continued.</b>	
Joseph Sibbett, 722 Fifth ave., Brooklyn.....	Employing child under 14 years of age.....
Louis Siegbert & Bro., 114 and 120 Greene st. (Solomon F. Breslau, superintendent). (Harry D. Signet Shoe Co., 2857 Third ave. (Samuel Marsh, manager).	Employing child under 14 years of age.....
Franklin Simon & Co., 414 Fifth ave. (Franklin Simon, partner).	Employing child under 14 years of age.....
Isaac Simon, 12 East 113th st. ....	Employing child under 14 years of age.....
Peter Snyder, 134 Greenwich ave. ....	Employing child under 14 years of age.....
Southern Beef Co., 1754 Third ave. (Samuel Frank, partner).	Employing child under 14 years of age.....
Jacob Spangenberg, 2299 Eighth ave. ....	Employing child under 14 years of age.....
Spelling & Miner, 5308 Fifth ave., Brooklyn (Samuel Spelling, partner).	Employing child under 14 years of age.....
J. Spencer Turner Co., 86 Worth st. ....	Employing child under 14 years of age.....
Spigel Bros., 377 Eighth ave. (Hyman Spigel, partner).	Employing child under 14 years of age.....
Frederick W. Starkie, 1508 Amsterdam ave....	Employing child under 14 years of age.....
Herman Stenbery, 99 Lexington ave. ....	Employing child under 14 years of age.....
Charles R. Suchy, 508 Third ave. ....	Employing child under 14 years of age.....
Sweeney, 356 Fifth ave., Brooklyn (William B. Sweeney, proprietor).	Employing child under 14 years of age.....
Frederick Thorndore, 2632 Eighth ave. ....	Employing child under 14 years of age.....
Leon Tobias, 3457 Third ave. ....	Employing child under 14 years of age.....
John Tomich, 904 Freeman st. ....	Employing child under 14 years of age.....
Volunteer Beef Co., 2020 Third ave. (Henry Westheimer, proprietor).	Employing child under 14 years of age.....
Wagner & Eberle, 262 Smith st., Brooklyn (Henry Wagner, partner).	Employing child under 14 years of age.....
Jacob M. Wald, 1019 Manhattan ave., Brooklyn.	Employing child under 14 years of age.....
Weaver's, 2817 Third ave. (Henry Weaver, proprietor).	Employing child under 14 years of age.....
Henry M. Weber, 5101 Fifth ave., Brooklyn...	Employing child under 14 years of age.....
Philip Weindorf, 642 Cortlandt ave. ....	Employing child under 14 years of age.....
August Wiese, 1934 Fulton st., Brooklyn...	Employing child under 14 years of age.....
Benjamin Wise, 110 West 125th st. ....	Employing child under 14 years of age.....
Wolf Market, 1663 Broadway, Brooklyn (John Kramer, manager).	Employing child under 14 years of age.....
Edward Yahresdorfer, 385 Knickerbocker ave., Brooklyn.	Employing child under 14 years of age.....
Charles Yetter, 492 East 160th st. ....	Employing child under 14 years of age.....
Paul Zerrenner, 348 Brook ave. ....	Employing child under 14 years of age.....
Philip Zinser, 1936 Fulton st., Brooklyn....	Employing child under 14 years of age.....
<b>ROCHESTER.</b>	
George T. Boucher, 345 East Main st. ....	Employing child under 14 years of age.....
Ray Cromwell, 893 Monroe ave. ....	Employing child under 14 years of age.....
William J. Hebing, 557 South ave. ....	Employing child under 14 years of age.....
Charles H. Keller, 1280 East Main st. ....	Employing child under 14 years of age.....
<b>BUFFALO.</b>	
J. N. Adam Co., 383 Main st. (John Johnston, superintendent).	Employing child under 16 years of age without Board of Health certificate.
Rudolf Braun, 273-275 Michigan st. ....	Employing child under 16 years of age without Board of Health certificate (2).
J. M. Brecker & Co., 630 High st. (Joseph M. Brecker, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Mary Brylake, 2 Broadway Market. ....	Employing child under 16 years of age without Board of Health certificate.
Buffalo Blue Print Co., Builders Exchange (Joseph L. Marquis, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Buffalo Merchants Delivery Co., 256 Delaware ave.	Employing child under 16 years of age without Board of Health certificate.
Coien Bros., 29 Washington Market (Joseph Cohen, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Isidor Fineberg, 58 Washington Market. ....	Employing child under 16 years of age without Board of Health certificate.

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Nov. 4, Dec. 3.....	Special Sessions.....	Plead guilty; fined.....	\$20 00
Feb. 9, Mar. 3.....	Special Sessions.....	Convicted; fined.....	20 00
June 2, June 8.....	Magistrate's Court.....	Dismissed.	
July 7, July 8.....	Magistrate's Court.....	Dismissed.	
April 15, May 2.....	Special Sessions.....	Plead guilty; fined.....	20 00
Mar. 23, April 21.....	Special Sessions.....	Convicted; sentence suspended.	
Jan. 27, Feb. 14.....	Special Sessions.....	Plead guilty; sentence suspended.	
Sept. 29, '09, Oct. 11..	Special Sessions.....	Plead guilty; fined.....	20 00
April 12, April 14.....	Magistrate's Court.....	Dismissed.	
June 16, July 5.....	Special Sessions.....	Plead guilty; fined.....	20 00
Dec. 22, Jan. 13.....	Special Sessions.....	Plead guilty; sentence suspended.	
July 23, Aug. 3.....	Special Sessions.....	Plead guilty; fined.....	20 00
Mar. 31, April 27.....	Special Sessions.....	Plead guilty; sentence suspended.	
Nov. 6, Nov. 16.....	Special Sessions.....	Plead guilty; sentence suspended.	
Dec. 13, Mar. 14.....	Special Sessions.....	Convicted; fined.....	20 00
July 23, Aug. 3.....	Special Sessions.....	Plead guilty; fined.....	20 00
Mar. 31, April 14.....	Special Sessions.....	Plead guilty; sentence suspended.	
Jan. 20, Feb. 14.....	Special Sessions.....	Convicted; fined.....	20 00
Mar. 14, Mar. 22.....	Special Sessions.....	Plead guilty; sentence suspended.	
Nov. 30, Jan. 7.....	Special Sessions.....	Plead guilty; fined.....	20 00
Dec. 30, Feb. 11.....	Special Sessions.....	Plead guilty; sentence suspended.	
Nov. 29, Dec. 6.....	Special Sessions.....	Plead guilty; fined.....	20 00
Dec. 13, Mar. 14.....	Special Sessions.....	Convicted; fined.....	20 00
June 16, July 28.....	Special Sessions.....	Plead guilty; sentence suspended.	
Aug. 26.....	Special Sessions.....	Pending.	
May 10, May 23.....	Special Sessions.....	Plead guilty; sentence suspended.	
Aug. 12.....	Special Sessions.....	Pending.	
Oct. 26, Nov. 5.....	Magistrate's Court.....	Discharged.	
Mar. 31, April 14.....	Special Sessions.....	Plead guilty; sentence suspended.	
Mar. 7, Mar. 28.....	Special Sessions.....	Plead guilty; fined.....	20 00
Aug. 26.....	Special Sessions.....	Pending.	
June 28, July 1.....	Police Court.....	Plead guilty; sentence suspended.	
July 19, Sept. 30.....	Police Court.....	Acquitted.	
July 26, Aug. 30.....	Police Court.....	Acquitted.	
July 19, Aug. 23.....	Police Court.....	Acquitted.	
Dec. 14, Dec. —.....	Police Court.....	Convicted; sentence suspended.	
Dec. 21, Dec. 28.....	Police Court.....	Convicted; sentence suspended (2).	
Nov. 4, Nov. 8.....	Police Court.....	Convicted; sentence suspended.	
May 10, May 13.....	City Court.....	Convicted; sentence suspended.	
Sept. 29, '09, Oct. 11..	Police Court.....	Dismissed.	
June 24, July 13.....	City Court.....	Convicted; sentence suspended.	
May 5, May 11.....	City Court.....	Convicted; fined.....	20 00
June 27, Sept. 30.....	City Court.....	Discontinued.	



# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 409

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
June 1, June 8.....	City Court.....	Pleaded guilty; sentence suspended.	
May 10, May 18.....	City Court.....	Convicted; fined.....	\$20 00
May 26, May 31.....	City Court.....	Pleaded guilty; sentence suspended.	
June 8, June 12.....	City Court.....	Pleaded guilty; sentence suspended.	
May 5, May 13.....	City Court.....	Convicted; fined.....	20 00
Jan. 19, Jan. 20.....	City Court.....	Pleaded guilty; Sentence suspended (2).	
May 10, May 13.....	City Court.....	Convicted; sentence suspended.	
May 7, May 11.....	City Court.....	Convicted; sentence suspended.	
Feb. 9, Feb. 19.....	City Court.....	Pleaded guilty; sentence suspended.	
Oct. 14, Oct. 14.....	Police Court.....	Pleaded guilty; sentence suspended.	
Nov. 22, Nov. 29.....	Police Court.....	Convicted; sentence suspended.	
May 10, May 13.....	City Court.....	Convicted; sentence suspended.	
Aug. 9, '09, Oct. 4...	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 2, Aug. 16.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 8, '09, and Aug. 12, '09, Jan. 12.	Magistrate's Court....	Discontinued (3).	
Sept. 2, '09, Oct. 11...	Special Sessions.....	Aquitted.	
Dec. 30, Jan. 31.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
May 25, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 14, Mar. 28.....	Special Sessions.....	Convicted; fined (1)..... Sentence suspended (1).	20 00
Oct. 30, Dec. 13.....	Magistrate's Court....	Dismissed.	
Nov. 26, Dec. 9.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 19, April 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 7, Oct. 21.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 23, '09, Oct. 14..	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 5, May 26.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 29, '09, Oct. 14..	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 12, Feb. 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 29, '09, Oct. 15...	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 6, Nov. 26.....	Special Sessions.....	Aquitted.	
July 23, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 9, April 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, Jan. 24.....	Special Sessions.....	Convicted; fined.....	50 00
Dec. 31, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, Jan. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. (Parentheses indicate number of cases if more than one.)
<b>NEW YORK CITY—Continued.</b>	
James Butler, Inc., 1043 Manhattan ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Louis Copsiotis, Rockaway Beach, Queens. ....	Employing child under 16 years of age without Board of Health certificate.
John Chiotis, 744 Lexington ave. ....	Employing child under 16 years of age without Board of Health certificate.
William Chubbuck, 450 Boulevard, Rockaway Beach, Far Rockaway.	Employing child under 16 years of age without Board of Health certificate.
Coyne's, 1516 Amsterdam ave. (John Coyne, partner).	Employing child under 16 years of age without Board of Health certificate.
Cushman's Bakery, 686 Westchester ave. (Milton Brodt, proprietor).	Employing child under 16 years of age without Board of Health certificate.
P. M. Dale & Son, 145 Myrtle ave., Brooklyn (Joseph M. Dale, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Bernard Dhem, 731 East Tremont ave. ....	Employing child under 16 years of age without Board of Health certificate.
Dorsa & Bros., 1633 Second ave. (Francisco Dorsa, partner).	Employing child under 16 years of age without Board of Health certificate.
William Duggan, 359 West 127th st. ....	Employing child under 16 years of age without Board of Health certificate.
Ludwig Eisen, 2570 Eight ave. ....	Employing child under 16 years of age without Board of Health certificate.
Empire Tea Store, 209 St. Ann's ave. (Frederick Bruckhorst, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Anton Faust, 429 Fifth ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
Foehringer's Popular Market, 517 Fifth ave., Brooklyn (Max Foehringer, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Joseph Foelker, 536 Knickerbocker ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
14th Street Store, 50-76 West 14th st. (Bernard A. Stenzel, superintendent).	Employing child under 16 years of age without Board of Health certificate.
Frank Bros., 613 Amsterdam ave. (— Frank partner).	Employing child under 16 years of age without Board of Health certificate.
Carl Frankenberg, 2781 Eighth ave. ....	Employing child under 16 years of age without Board of Health certificate.
Frederick, Viotor & Achelis, 524-528 Broadway (Wm. A. Coons, manager, ace dept.)	Employing child under 16 years of age without Board of Health certificate.
Louis Germain, 2171 Third ave. ....	Employing child under 16 years of age without Board of Health certificate.
William Gompers, 1904 Third ave. ....	Employing child under 16 years of age without Board of Health certificate.
Grand 5 and 10 Cent Store, The, 8 East 14th st. (Adolph Finkelstein, partner).	Employing child under 16 years of age without Board of Health certificate.
Great Atlantic & Pacific Tea Co., 291-293 Hudson st.	Employing child under 16 years of age without Board of Health certificate.
Victor Gretes, Bowery, Coney Island. ....	Employing child under 16 years of age without Board of Health certificate.
Guarantee Clothing Co. The, 2348 Third ave. (Martin T. Vogel, partner).	Employing child under 16 years of age without Board of Health certificate.
William Gundlack, 3700 Third ave. ....	Employing child under 16 years of age without Board of Health certificate.
Samuel Haber, 871 Prospect ave. ....	Employing child under 16 years of age without Board of Health certificate.
T. J. Healey, 2625 Third ave. ....	Employing child under 16 years of age without Board of Health certificate.
Hegeman & Co., 84 West 125th st. ....	Employing child under 16 years of age without Board of Health certificate.
George Heppie, Entrance to Dreamland, Coney Island.	Employing child under 16 years of age without Board of Health certificate.
Albert Hergenham, Pleasure Land, South Beach, Staten Island.	Employing child under 16 years of age without Board of Health certificate.
Holsten Bros., 1380 Fifth ave. (John D. Holsten, partner).	Employing child under 16 years of age without Board of Health certificate.
Zuskind Israelite, 46 Graham ave., Brooklyn. .	Employing child under 16 years of age without Board of Health certificate.
Samuel Jaffe, 5022 Third ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
Julius, 115 Lexington ave. (George Julius, manager).	Employing child under 16 years of age without Board of Health certificate.

**CHILDREN—Continued.**



**Violation of the Mercantile Law — Continued.**

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
April 17, '09, Nov. 4...	Special Sessions.....	Convicted; sentence suspended.	
July 19, Sept. 13.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 29, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 15, '09, Nov. 16..	Special Sessions.....	Acquitted.	
Sept. 29.....	Magistrate's Court....	Pending.	
Feb. 3, Feb. 4.....	Magistrate's Court....	Dismissed.	
Dec. 31, Feb. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 29, Dec. 6.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 23, July 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 22, Nov. 9.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Oct. 22, Nov. 15.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 7, Mar. 17.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 30, '09, Dec. 17..	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 4, Jan. 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 5, Feb. 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 17, Feb. 3.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 28, Nov. 11.....	Special Sessions.....	Dismissed.	
Nov. 26, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 8, April 21.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 31, Jan. 31.....	Special Sessions.....	Pleaded guilty; fined.....	50 00
Sept. 22, '09, Nov. 10..	Special Sessions.....	Acquitted.	
Dec. 20, Dec. 29.....	Magistrate's Court....	Dismissed.	
July 9, '09, Oct. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 27, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 10, May 23.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 7, April 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 25, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 28, Mar. 28.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 29, April 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 25, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 17, '09, Oct. 6...	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 15, Aug. 29.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 29.....	Magistrate's Court....	Pending.	
Dec. 29, Jan. 21.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 31, April 28.....	Magistrate's Court....	Dismissed.	

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY — Continued.</b>	
S. S. Kresge, 160 West 125th st. (Jay B. Gove, assistant manager).	Employing child under 16 years of age without Board of Health certificate.
David Lawrence, 517 East Tremont ave. ....	Employing child under 16 years of age without Board of Health certificate.
Lawson & Co., 2863 Third ave. (Charles B. Lawson, partner).	Employing child under 16 years of age without Board of Health certificate.
Leikens', 718 Fifth ave. (Joseph G. Leikens, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Paul Levine, 801 Amsterdam ave. ....	Employing child under 16 years of age without Board of Health certificate.
N. Levy & Co., 210 Eighth ave. (David Lowenthal, partner).	Employing child under 16 years of age without Board of Health certificate.
Lyons & Chabat, 2881 Third ave. (Theodore Chabat, proprietor).	Employing child under 16 years of age without Board of Health certificate (2).
Thos. McGinnity, 1454 Amsterdam ave. ....	Employing child under 16 years of age without Board of Health certificate.
McPartland & O'Flaherty Co., 673-77 Eighth ave.	Employing child under 16 years of age without Board of Health certificate.
Albert Meriash, Iron Pier, Coney Island. ....	Employing child under 16 years of age without Board of Health certificate.
Joseph Markheim, 448 Boulevard, Hamills, Queens.	Employing child under 16 years of age without Board of Health certificate.
Herman Mattfeld, 5503 Third ave. ....	Employing child under 16 years of age without Board of Health certificate.
Louis May, 7802 Third ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
John Meinert, 5520 Fifth ave., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
H. W. Menincke Estate, 293 Willis ave. (Henry Eckhoff, manager).	Employing child under 16 years of age without Board of Health certificate.
Abraham Meyer, Bowery, Coney Island. ....	Employing child under 16 years of age without Board of Health certificate.
F. Meyer & Son, 246 Columbia st., Brooklyn (Fred Meyer, partner).	Employing child under 16 years of age without Board of Health certificate.
Morris Miller, 1766 Fulton st., Brooklyn. ....	Employing child under 16 years of age without Board of Health certificate.
Miller & Hinken, 232 Willis ave. (John H. Miller, partner).	Employing child under 16 years of age without Board of Health certificate.
Jacob Morgenstein, 913 Freeman st. ....	Employing child under 16 years of age without Board of Health certificate.
National Market, 852 Third ave. (Geo. Griot, partner).	Employing child under 16 years of age without Board of Health certificate.
A. L. Nebensahl, 279 Central ave., Far Rockaway (A. Louis Nebensahl, proprietor)†.	Employing child under 16 years of age without Board of Health certificate.
Henry Neushofer, 1294 Washington ave. ....	Employing child under 16 years of age without Board of Health certificate.
New York Centadrink Co., Surf ave., at Luna Park, Coney Island.	Employing child under 16 years of age without Board of Health certificate (2).
New York Telephone Co., 15 Dey st. ....	Employing child under 16 years of age without Board of Health certificate.
Samuel Nisgoretzky, Surf ave., Stratton Hotel, Coney Island.	Employing child under 16 years of age without Board of Health certificate.
N. O'Connell, Inc., 477 Broome st. ....	Employing child under 16 years of age without Board of Health certificate.
Official Entry Card Pub. Co., 37 West 21st st..	Employing child under 16 years of age without Board of Health certificate.
Jacob Orlovovsky, 3210 Broadway. ....	Employing child under 16 years of age without Board of Health certificate.
Osborn Pharmacy, 4525 Third ave., Brooklyn..	Employing child under 16 years of age without Board of Health certificate.
Oxford, The (Jacob Greensburg), 707 Fulton st. Brooklyn (Henry Mangal, manager).	Employing child under 16 years of age without Board of Health certificate.
Vincent Padula, Boardwalk, Brighton Beach...	Employing child under 16 years of age without Board of Health certificate.
Frank Palm, 2908 Eighth ave. ....	Employing child under 16 years of age without Board of Health certificate.
Park & Tilford, 248-50 Columbus ave. ....	Employing child under 16 years of age without Board of Health certificate.
<b>CHILDREN — Continued.</b>	

† Dismissed as reported in 1909 report: reopened in

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Jan. 11, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 9, Nov. 29.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
June 10, June 20.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 31, May 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
April 14, April 21.....	Magistrate's Court.....	Dismissed.	
June 24, July 5.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 27, Jan. 24.....	Special Sessions.....	Pleaded guilty; fined (1).....	25 00
July 15, Sept. 12.....	Special Sessions.....	Sentence suspended (1). Convicted; fined.....	20 00
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 28, '09, Nov. 1...	Special Sessions.....	Convicted; fined.....	20 00
Aug. 13.....	Special Sessions.....	Pending.	
Oct. 15, Nov. 19.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Feb. 17, Mar. 11.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 14, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 23, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 8.....	Special Sessions.....	Pending.	
Aug. 12, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 15, Dec. 13.....	Magistrate's Court.....	Dismissed.	
Dec. 2, Dec. 7.....	Magistrate's Court.....	Discharged.	
April 7, April 19.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 13, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 16, Nov. 16.....	Special Sessions.....	Convicted; fined.....	20 00
Oct. 26, Oct. 27.....	Magistrate's Court.....	Discharged.	
Sept. 27, '09, Dec. 17..	Special Sessions.....	Pleaded guilty; sentence suspended (2).	
Nov. 9, Nov. 26.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 9, '09, Nov. 1...	Special Sessions.....	Convicted; sentence suspended.	
Mar. 16, April 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 18, Mar. 7.....	Special Sessions.....	Convicted; sentence suspended.	
June 3, July 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 21, Jan. 21.....	Special Sessions.....	Convicted; sentence suspended.	
May 11, '09, Nov. 4...	Special Sessions.....	Convicted; sentence suspended.	
July 15.....	Special Sessions.....	Pending.	
Nov. 26, Dec. 6.....	Special Sessions.....	Pleaded guilty; sentence suspended	
Jan. 28, Feb. 4.....	Magistrate's Court.....	Dismissed.	

present year by district attorney, Queens County.

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<i>NEW YORK CITY—Continued.</i>	<i>CHILDREN—Continued.</i>
Penn Bros., 913 Columbus ave. (Hyman Penn, partner).	Employing child under 16 years of age without Board of Health certificate.
W. F. Rawlins Co., 249 West 135th st. (Wilbur F. Rawlins, president).	Employing child under 16 years of age without Board of Health certificate.
Raymond's Bakery, 941 Washington ave. (Raymond, proprietress).	Employing child under 16 years of age without Board of Health certificate.
Re Bros., 137 Fifth ave., Brooklyn (Antonio Re, partner).	Employing child under 16 years of age without Board of Health certificate.
Matthew Reimann, 367 Knickerbocker ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Saul Reinhardt, 5, 10 and 19 Cent Store, 440 Fifth ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Charles Richter, 685 Second ave.....	Employing child under 16 years of age without Board of Health certificate.
D. I. & E. Rogon, 632 Fifth Ave., Brooklyn (Elias Rogon, partner).	Employing child under 16 years of age without Board of Health certificate.
Romanoff Bros., 481 Wendover ave. (Isidor Romanoff, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Rosenberg & Kolodny, 203 Eighth ave. (Herman Rosenberg, partner).	Employing child under 16 years of age without Board of Health certificate.
George Rosenmann, Surf ave., Coney Island...	Employing child under 16 years of age without Board of Health certificate.
Thomas Roulston, 1928 Fulton st., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Thomas Roulston, 4601 Third ave., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Thomas Roulston, 5623 Third ave., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Rown Tea Co., 3409 Third ave. (Fred Heman, manager).	Employing child under 16 years of age without Board of Health certificate.
Ryan Bros., 95 Seventh ave., Brooklyn (Patrick Ryan, partner).	Employing child under 16 years of age without Board of Health certificate.
Martin Schaffer, Midland Beach, Staten Island.	Employing child under 16 years of age without Board of Health certificate.
Schaffer & Rice, Midland Beach, Staten Island (Gustavus Rice, partner).	Employing child under 16 years of age without Board of Health certificate.
Christian Schuck & Co., 2658 Eighth ave.....	Employing child under 16 years of age without Board of Health certificate.
Christian Schuck & Co., 1019 Westchester ave.	Employing child under 16 years of age without Board of Health certificate.
Joseph Schusterman, 960 Lafayette ave.....	Employing child under 16 years of age without Board of Health certificate.
Simon Schwartz, 861 Broadway, Brooklyn....	Employing child under 16 years of age without Board of Health certificate.
Seneca Market, 310 Willis ave. (Gustav Becherer, partner).	Employing child under 16 years of age without Board of Health certificate.
Sheffield Farms, Slawson, Decker Co., 3914½ Broadway.	Employing child under 16 years of age without Board of Health certificate.
A. Simon, Inc., 2151 Eighth ave. (Aaron Simon, president).	Employing child under 16 years of age without Board of Health certificate.
Simpson-Crawford Co., 305-19 Sixth ave.....	Employing child under 16 years of age without Board of Health certificate.
W. & J. Sloane, 880-888 Broadway.....	Employing child under 16 years of age without Board of Health certificate.
Somer & Berkowitz, Rockaway Beach, Rockaway (Max Berkowitz, partner).	Employing child under 16 years of age without Board of Health certificate.
Southern Beef Co., 1754 Third ave. (Samuel Frank, partner).	Employing child under 16 years of age without Board of Health certificate.
A. G. Spaulding & Bro., 126-28 Nassau st....	Employing child under 16 years of age without Board of Health certificate.
Michael Stanley, Brighton Beach, Coney Island.	Employing child under 16 years of age without Board of Health certificate.
Adolph Sloecker, 42 Fifth ave., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.
M. Straus, 408 Fulton ave., Brooklyn (Abraham Straus, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Surprise Store, The, 138-146 West 14th st.....	Employing child under 16 years of age without Board of Health certificate.
Isaac Tepper, 286 Fifth ave., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Dec. 31, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 6, June 2.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 3, Feb. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 22, Dec. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 27, '09, Oct. 15...	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 5, Aug. 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 6, Nov. 16.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Mar. 26, '09, Nov. 8...	Special Sessions.....	Pleaded guilty; sentence suspended (2).	
Dec. 30, Jan. 24.....	Special Sessions.....	Convicted; fined.....	25 00
June 24, Aug. 29.....	Special Sessions.....	Convicted; fined.....	20 00
July 15, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Oct. 30, Jan. 10.....	Special Sessions.....	Convicted; fined.....	20 00
Oct. 25, Jan. 10.....	Special Sessions.....	Convicted; sentence suspended.	
Nov. 22, Jan. 10.....	Special Sessions.....	Convicted; fined.....	50 00
June 25, July 7.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 24, Sept. 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 17, '09, Oct. 20...	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 17, '09, Oct. 6...	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 26, July 28.....	Special Sessions.....	Convicted; fined.....	20 00
Jan. 20, Mar. 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 28, May 12.....	Special Sessions.....	Convicted; fined.....	20 00
Nov. 15, Dec. 6.....	Magistrate's Court.....	Dismissed.	
Nov. 9, Nov. 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 23, Aug. 15.....	Special Sessions.....	Pleaded guilty; fined.....	50 00
Dec. 20, Dec. 30.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 20, Jan. 6.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 26, Feb. 14.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 13.....	Special Sessions.....	Pending.	
Jan. 27, Feb. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 28, Aug. 5.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 16, '09, Nov. 4...	Special Sessions.....	Acquitted.	
Dec. 16, Jan. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 21, Jan. 4.....	Magistrate's Court.....	Dismissed.	
Nov. 27, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 27, Nov. 19.....	Special Sessions.....	Pleaded guilty; fined.....	20 00

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY—Concluded.</b>	
Thromann & Muller, 471 Lenox ave. (John Muller, partner).	Employing child under 16 years of age without Board of Health certificate.
William Tomlinson, 319 Willis ave.....	Employing child under 16 years of age without Board of Health certificate.
Tremont Supply Market, 475 East Tremont ave. (Moses Lowenstein, proprietor).	Employing child under 16 years of age without Board of Health certificate (2).
P. Tucciarone Bros., 989 Park ave. (Philip Tucciarone, partner).	Employing child under 16 years of age without Board of Health certificate.
Weaver's, 2817 Third ave. (Henry Weaver, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Henry M. Weber, 5101 Fifth ave., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
S. Weiss's, 355 Knickerbocker ave., Brooklyn (Samuel Weiss, proprietor).	Employing child under 16 years of age without Board of Health certificate.
John C. Welwood, 477 Broome st.....	Employing child under 16 years of age without Board of Health certificate.
Leopold Wertheimer, 2626 Eighth ave.....	Employing child under 16 years of age without Board of Health certificate.
Westchester Beef Co., 2906 Third ave. (Abraham Kaufman, proprietor).	Employing child under 16 years of age without Board of Health certificate.
Western Union Telegraph Company, 2 Broadway.	Employing child under 16 years of age without Board of Health certificate.
Western Union Telegraph Company, 195 Broadway.	Employing child under 16 years of age without Board of Health certificate.
Edgar J. Whipple, 2268 Seventh ave.....	Employing child under 16 years of age without Board of Health certificate.
A. Wimpheimer & Bro., 131 Spring st. (Frederick C. Goldsmith, partner).	Employing child under 16 years of age without Board of Health certificate.
Wine Growers' Association, 5311 Fifth ave., Brooklyn (Fred Kahnt, manager).	Employing child under 16 years of age without Board of Health certificate.
N. Wolfson & Co., 1595 Broadway, Brooklyn (Henry B. Kinsberg, manager).	Employing child under 16 years of age without Board of Health certificate.
F. W. Woolworth & Co., 5114 Third ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
F. W. Woolworth & Co., 1536 Third ave.....	Employing child under 16 years of age without Board of Health certificate.
James H. Wynne, 197 Smith st., Brooklyn...	Employing child under 16 years of age without Board of Health certificate.
Whipple Van Houten, Rockaway ave., Canarsie, Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
Chas. Yetter, 492 East 169th st.....	Employing child under 16 years of age without Board of Health certificate.
Carl Zittel, 2218 Eighth ave.....	Employing child under 16 years of age without Board of Health certificate.
<b>ROCHESTER.</b>	
Duffy-McInerney, West Main and Fitzhugh sts.	Employing child under 16 years of age without Board of Health certificate.
Garson's, 123 East Main st. (D. M. Garson Co., proprietors).	Employing child under 16 years of age without Board of Health certificate.
McCurdy-Norwell, 285 East Main st.....	Employing child under 16 years of age without Board of Health certificate.
<b>BUFFALO.</b>	
Walter Brooks, 590 Washington st.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Buffalo Merchants Delivery Co., 256 Delaware ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Cahoon-Lyon Drug Co., 319 Main st. (C. E. Hammond, manager and secretary).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
J. H. Hilligas, 988 Elmwood ave.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Hirsch Bros., 420 Main st. (Abraham Hirsch, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (2).
Hirsch Bros., 420 Main st. (Abraham Hirsch, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Polish Stock Co., 1042 Broadway (Charles Kitts, manager).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Postal Telegraph & Cable Co., 156 Pearl st....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
John G. Sattler, 994-998 Broadway.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
May 19, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 9, Nov. 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Nov. 29, Dec. 13.....	Special Sessions.....	Pleaded guilty; fined (2).....	\$50 00
June 3, July 20.....	Magistrate's Court.....	Discontinued.	
Nov. 29, Dec. 6.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 12, April 29.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 27, '09, Oct. 15...	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 29, April 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 22, Nov. 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 18, Jan. 27.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 21, Nov. 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 26, Nov. 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 26, June 9.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 23, Feb. 24.....	Magistrate's Court.....	Discharged.	
July 25, Aug. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 3, June 17.....	Special Sessions.....	Acquitted.	
Nov. 23, Nov. 30.....	Magistrate's Court.....	Dismissed.	
Dec. 21, Jan. 10.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 7, '09, Nov. 19...	Special Sessions.....	Acquitted.	
July 23.....	Special Sessions.....	Pending.	
Oct. 14, Oct. 25.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 29, '09, Oct. 18..	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 21, Feb. 18.....	Police Court.....	Acquitted.	
Feb. 4, Feb. 18.....	Police Court.....	Pleaded guilty; fined.....	20 00
Jan. 28, Feb. 10.....	Police Court.....	Convicted; fined.....	20 00
June 1, June 3.....	City Court.....	Pleaded guilty; sentence suspended.	
June 29, July 13.....	City Court.....	Convicted; sentence suspended.	
Feb. 10, Feb. 23.....	City Court.....	Pleaded guilty; sentence suspended.	
June 6, June 8.....	City Court.....	Pleaded guilty; sentence suspended.	
Dec. 28, Dec. 28.....	Police Court.....	Convicted; sentence suspended (2).	
Nov. 30, Dec. 2.....	Police Court.....	Convicted; fined.....	20 00
June 6, June 8.....	City Court.....	Pleaded guilty; sentence suspended.	
May 24, May 26.....	City Court.....	Pleaded guilty; sentence suspended.	
Jan. 19, Jan. 20.....	City Court.....	Pleaded guilty; sentence suspended.	

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<b>BUFFALO—Concluded.</b>	
John Schaefer, 250 Genesee st. ....	Employing child under 16 years of age before
Otto Ulbrich Co., 386 Main st. (Edward Denny treasurer).	7 a. m. or after 7 p. m.
<b>NEW YORK CITY.</b>	
Alphone Andre, 2367 Eighth ave. ....	Employing child under 16 years of age before
Baba & Tani, Dreamland, Coney Island, (Kexiro Baba, partner).	7 a. m. or after 7 p. m. (2)
Bach & Co., 43 Amsterdam ave. (Samuel Bach, partner).	Employing child under 16 years of age before
Bauer Sisters, Luna Park, Coney Island, (Julia Kreugl, partner).	7 a. m. or after 7 p. m.
James Berry, Steeplechase Park, Coney Island.	Employing child under 16 years of age before
I. Blyn & Sons., 1263-1265 Broadway, Brooklyn.	7 a. m. or after 7 p. m.
Boston Store, The, 1167-1169 Broadway, Brooklyn (Max Goldheimer, manager).	Employing child under 16 years of age before
Bostonian, The, 2387 Third ave. (Nathan Levy, partner).	7 a. m. or after 7 p. m.
Bessie Braunstein, Surf ave., Coney Island. . . .	Employing child under 16 years of age before
Bremer Bros., 99 Seventh ave., Brooklyn (Frank Bremer, partner).	7 a. m. or after 7 p. m.
Henry M. Brill Co., Inc., Surf ave., Coney Island (Henry Brill, manager).	Employing child under 16 years of age before
Brooklyn Orangeade Co., Surf ave., Coney Island (Arthur Feighery, partner).	7 a. m. or after 7 p. m.
Chas. Browsky, 2028 Fulton st., Brooklyn. . . .	Employing child under 16 years of age before
Frederick W. Bruckmann, 1710 Third ave. ....	7 a. m. or after 7 p. m.
Bullock & Duffy, Midland Beach, Staten Island (William Bullock, partner).	Employing child under 16 years of age before
James Butler, Inc., 353 Ninth ave. ....	7 a. m. or after 7 p. m.
Arthur Cahill, Surf ave., Coney Island. ....	Employing child under 16 years of age before
R. C. Clark, 387 Fifth ave., Brooklyn. ....	7 a. m. or after 7 p. m.
Cohn Bros., 1213-1215 Broadway, Brooklyn (Harry Cohn, partner).	Employing child under 16 years of age before
Cushman's Bakery, 686 Westchester ave., (Milton Brodt, proprietor).	7 a. m. or after 7 p. m.
Davie's Bakery, 299 Fifth ave., Brooklyn (Lawrence M. Davie, proprietor).	Employing child under 16 years of age before
August Dresler, 341 Willis ave. ....	7 a. m. or after 7 p. m. (2)
Empire Souvenir Co., Surf ave., Coney Island (Harry F. Mason, partner).	Employing child under 16 years of age before
Max G. Faerber, 1288 Fulton st., Brooklyn. . . .	7 a. m. or after 7 p. m.
Feldman & Lubor, 1766 Fulton st., Brooklyn (Jacob Feldman, partner).	Employing child under 16 years of age before
John J. Fox, 70 Smith st., Brooklyn. ....	7 a. m. or after 7 p. m.
Frank Bros., 1950 Third ave. ....	Employing child under 16 years of age before
William Germer, 5806 Fifth ave., Brooklyn. . . .	7 a. m. or after 7 p. m.
Benjamin Gittelsohn, 426 Knickerbocker ave., Brooklyn.	Employing child under 16 years of age before
William Gompers, 1964 Third ave. ....	7 a. m. or after 7 p. m.
Great Atlantic & Pacific Tea Co., 1673 Broadway, Brooklyn (John Tully, manager).	Employing child under 16 years of age before
Great Atlantic & Pacific Tea Co., 291-293 Hudson st.	7 a. m. or after 7 p. m.
Great Atlantic & Pacific Tea Co., 786 Nostrand ave., Brooklyn.	Employing child under 16 years of age before
	7 a. m. or after 7 p. m. (2)



Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Jan. 21, Jan. 24.....	City Court.....	Pleaded guilty; sentence suspended.	
Jan. 25, Feb. 4.....	City Court.....	Pleaded guilty; sentence suspended (2).	
April 23, July 18.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 22.....	Special Sessions.....	Pending.	
Dec. 30, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 25, Sept. 1.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Aug. 31.....	Special Sessions.....	Pending.	
May 29, '09, Oct. 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 28, Jan. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 3.....	Special Sessions.....	Pending.	
Feb. 24, Mar. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 30, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 15.....	Special Sessions.....	Pending.	
Nov. 22, Mar. 4.....	Special Sessions.....	Acquitted.	
Jan. 27, Feb. 14.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 9, July 20.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 12, '09, Oct. 4.....	Special Sessions.....	Convicted; sentence suspended.	
July 8, Aug. 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 24, Mar. 11.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 31, '08, Nov. 4.....	Special Sessions.....	Acquitted.	
Dec. 27, Jan. 10.....	Special Sessions.....	Pleaded guilty; fined.....	50 00
Dec. 16, June 16.....	Special Sessions.....	Convicted; fined (2).....	40 00
Mar. 31, April 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 15, Sept. 19.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 22, April 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 20, '09, Oct. 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 31, Jan. 19.....	Magistrate's Court.....	Dismissed.	
Sept. 22, '09, Oct. 11.....	Special Sessions.....	Dismissed.	
Nov. 6, Dec. 10.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
June 28, '09, Dec. 3.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Sept. 22, '09, Nov. 10.....	Special Sessions.....	Convicted; fined.....	50 00
Dec. 4, Dec. 13.....	Magistrate's Court.....	Dismissed.	
July 9, '09, Oct. 8.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Feb. 2, Mar. 18.....	Magistrate's Court.....	Dismissed (2).	

Table I.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. (Parentheses indicate number of cases if more than one.)
NEW YORK CITY.	
Gristede Bros., 1382 Boston Road (— Klepper, manager).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Guarantee Clothing Co., The, 2348 Third ave. (Martin J. Vogel, partner).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Frederick C. Haas, 1184 Second ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Charles H. Hembt, 1388 St. Nicholas ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Albert Hergenham, Happyland, South Beach, Staten Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Armin Herrmann, 3381 Broadway.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Franklin J. Herrmann, Feltman's, Surf ave., Coney Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Samuel Heyman, 5023 Fifth ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
John Hofmann, 730 Tinton ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Sven V. Hude, 5702 Fifth ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Louis Jacoby, 730 Westchester ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
John Jahns, 337 East 138th st.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Robert Kaba, 3481 Third ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Chas. Keil, 770 Amsterdam ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Herman Klein, 1796 Fulton st., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Chas. Krepela, 1343 First ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Isidor Kronenthal, 3056 Third ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
George Kunts, 824 Third ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Elias Lautman, 452 Knickerbocker ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Michael Levese, 2767 East 23d st., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
McPartland & O'Flaherty Co., 673-677 Eighth ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (2)
McPartland & O'Flaherty Co., 673-677 Eighth ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (3)
Harry Males, 987 Columbus ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Richard Martin, 2620 Eighth ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Albert Meriaah, Iron Pier, Coney Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (2)
Albert Meriaah, Iron Pier, Coney Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Metropolitan 5 & 10 ct. Store, 5802-5804 Fifth ave., Brooklyn (Albert Friedenberg, partner).	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (2)
F. Meyer & Son., 246 Columbia st., Brooklyn (Fred Meyer, partner).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Mike's Restaurant, Sheridan's Walk, Coney Island (Aaron Cohen, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Edward F. Miller, Inc., 448 East Tremont ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Louis Moes, 160 Lenox ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
John Morris, 4907 Third ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
George Neuchafer, 664 Manhattan ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
New York Centadrink Co., Surf ave., Coney Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
New York Edison Co., 46 West 27th st.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 421

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	A mount of fines.
Nov. 9, Nov. 18.....	Magistrate's Court.....	Pleaded guilty; sentence suspended.	
May 10, May 23.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Oct. 18, Nov. 8.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Sept. 29.....	Magistrate's Court.....	Pending.	
Sept. 17, '09, Oct. 6.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Sept. 20.....	Special Sessions.....	Pending.	
Aug. 31.....	Special Sessions.....	Pending.	
April 12, Sept. 2.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Feb. 3, Feb. 4.....	Magistrate's Court.....	Dismissed.	
July 14, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Mar. 7, Mar. 9.....	Magistrate's Court.....	Dismissed.	
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty, sentence suspended.	
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 14, April 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
July 7, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 22, Jan. 13.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
April 27, May 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 26, June 6.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
May 4, '09, Oct. 15.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 27.....	Special Sessions.....	Pending.	
Dec. 30, Jan. 24.....	Special Sessions.....	Pleaded guilty; fined (1)..... Sentence suspended (1).	20 00
July 22, Aug. 16.....	Special Sessions.....	Pleaded guilty; fined (1)..... Sentence suspended (-).	20 00
April 7, April 26.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Oct. 22, Nov. 1.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 28, '09, Nov. 1.....	Special Sessions.....	Dismissed (1), convicted, fined (1)...	20 00
Aug. 14, '09, Nov. 1.....	Special Sessions.....	Convicted; fined.....	20 00
Nov. 12, Dec. 10.....	Special Sessions.....	Pleaded guilty; fined (1)..... Sentence suspended (1).	20 00
Aug. 12, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 31.....	Special Sessions.....	Pending.	
Feb. 11, Feb. 21.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 18, Mar. 28.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 30, April 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, Feb. 11.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 8, Sept. 12.....	Special Sessions.....	Pleaded guilty; fined.....	50 00
Sept. 16.....	Special Sessions.....	Pending.	

Table L.—Detailed Statement of Prosecutions for

LOCALITY, DEFENDANT AND PREMISES.	Offense. [Parentheses indicate number of cases if more than one.]
<b>NEW YORK CITY—Continued.</b>	
New York Edison Co., 117 West 39th st. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Samuel Niagaretaky, Stratton's Hotel, Surf ave., Coney Island.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Omaha Beef Co., 1701 Second ave. (Herman Brocker, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Leonard Padula, Boardwalk, Brighton Beach..	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Max Pardes, 178 Seventh ave., Brooklyn.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Park & Tilford, 917 Broadway.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Park & Tilford, 917 Broadway.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Park & Tilford, 917 Broadway.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
A. Peterson, 167 Fifth ave., Brooklyn.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Peter C. Peterson, 363 Seventh ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Herman Pincus, Husman's Hotel, Canarsie, Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Herman Pincus, Husman's Hotel, Canarsie, Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Prospect 5, 10 & 19 ct. Store, 626 Fifth ave., Brooklyn (Abraham Weinstock, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Edward Rafter, 2690 Third ave. (Michael Gearry, manager).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Daniel Reeves, 441 East Tremont ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Reliance Beef Co., 1940 Fulton st., Brooklyn (Albert Rosen, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Rickaecker Bros., 375 Lenox ave. (John E. Rickaecker, partner).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Wm. B. Riker & Son Co., 149th st. & Melrose ave.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
D. Rosenfeld, 588 Second ave. (Eether Rosenfeld, proprietress).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Lewis Russo, West End Depot, Coney Island..	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Ryan Bros., 190 Fifth ave., Brooklyn (Michael Donahue, manager).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Sampson & Co., 159 Fifth ave., Brooklyn (James Sampson, proprietor).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Tsundai Satow, Luna Park, Coney Island.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Martin Schaffer, Midland ave., Staten Island..	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
David Schapiro, 3414 Third ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Samuel Schatzberg, 756 Westchester ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
George Schober, 76 Fifth ave, Brooklyn.....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Christian Schuck & Co., 213 Willis ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Frederick R. Schwab, 5501 Fifth ave., Brooklyn.	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Schwartz, 276 Sixth ave. (Isidor Brisk, manager).	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Simon Schwartz, 961 Broadway, Brooklyn....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
George J. Shapiro, 2997 Third ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Star Beef & Provision Co., 1602 Third ave. ....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
Jacob Stern's Sons, 765 Manhattan ave. (Louis Stern, partner).	Employing child under 16 years of age before 7 a. m. or after 7 p. m. (3)
Abraham Straus, 408 Fulton st., Brooklyn....	Employing child under 16 years of age before 7 a. m. or after 7 p. m.
<b>CHILDREN—Continued.</b>	

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 423

## Violation of the Mercantile Law — Continued.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Sept. 16.....	Special Sessions.....	Pending.	
Aug. 23, '09, Dec. 17..	Special Sessions.....	Acquitted.	
Dec. 21, Dec. 31.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 15, Sept. 12.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 5, Jan. 31.....	Special Sessions.....	Pleaded guilty; fined.....	\$20 00
Dec. 30, Jan. 19.....	Magistrate's Court....	Dismissed.	
Dec. 30, Jan. 29.....	Magistrate's Court....	Dismissed.	
Dec. 30, Feb. 14.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 16, June 17.....	Special Sessions.....	Acquitted.	
Nov. 30, Dec. 30.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Aug. 19, '09, Feb. 21..	Special Sessions.....	Convicted; sentence suspended.	
Aug. 19, '09, Sept. 15..	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30, April 4.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 18, Feb. 14.....	Special Sessions.....	Convicted; sentence suspended.	
Dec. 30, Jan. 5.....	Magistrate's Court....	Dismissed.	
Aug. 26.....	Special Sessions.....	Pending.	
April 15, April 25.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
June 16, June 27.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Mar. 8, Mar. 17.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Aug. 9, '09, Nov. 1....	Special Sessions.....	Convicted; sentence suspended.	
July 5, Aug. 25.....	Special Sessions.....	Convicted; sentence suspended.	
Nov. 22, June 16.....	Special Sessions.....	Convicted; fined.....	20 00
July 15.....	Special Sessions.....	Pending.	
Sept. 17, '09, Oct. 20..	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 30.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 27, Jan. 6.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
July 5, Aug. 15.....	Special Sessions.....	Convicted; sentence suspended.	
Jan. 28, Mar. 28.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Jan. 31, Feb. 25.....	Special Sessions.....	Pleaded guilty; fined.....	20 00
Jan. 7, Jan. 24.....	Special Sessions.....	Pleaded guilty; sentence suspended.	
Dec. 28, Jan. 5.....	Magistrate's Court....	Dismissed.	
June 25, July 12.....	Special Sessions.....	Pleaded guilty; fined.....	50 0
Sept. 21, '09, Nov. 9..	Special Sessions.....	Pleaded guilty; fined.....	20 00
Dec. 30, Feb. 18.....	Special Sessions.....	Pleaded guilty; fined (1)..... Sentence suspended (-).	20 00
Jan. 4, Jan. 19.....	Magistrate's Court....	Dismissed.	

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## Violation of the Mercantile Law — Concluded.

Dates of warrant or summons, and disposition.	Final court.	Result. [Figures indicate number of cases.]	Amount of fines.
Sept. 2. ....	Special Sessions. ....	Pending (2).	
May 30, '09, Jan. 17..	Special Sessions. ....	Dismissed.	
Jan. 31, Feb. 25. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Dec. 13, Jan. 7. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Mar. 3, Sept. 2. ....	Special Sessions. ....	Convicted; sentence suspended.	
June 10, June 20. ....	Special Sessions. ....	Pleaded guilty; fined. ....	\$20 00
Oct. 14, Nov. 8. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Dec. 31, Jan. 11. ....	Magistrate's Court. ....	Dismissed.	
Dec. 30, Feb. 11. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Nov. 29, Dec. 6. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Feb. 2, June 16. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Mar. 21, May 5. ....	Police Court. ....	Convicted; fined. ....	20 00
Jan. 17, Jan. 27. ....	Police Court. ....	Dismissed.	
May 4, May 12. ....	Police Court. ....	Convicted; fined. ....	20 00
Jan. 17, Feb. 4. ....	Police Court. ....	Acquitted.	
Aug. 14, '09, Nov. 4..	Special Sessions. ....	Convicted; sentence suspended.	
July 15, Sept. 12. ....	Special Sessions. ....	Pleaded guilty; fined (1). .... Sentence suspended (1).	20 00
Sept. 25, '09, Oct. 25..	Magistrate's Court. ....	Dismissed.	
Aug. 22, Sept. 28. ....	Magistrate's Court. ....	Dismissed.	
Aug. 9, '09, Jan. 6. ....	Special Sessions. ....	Acquitted.	
Aug. 22, Sept. 12. ....	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Aug. 22, Sept. 12. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Aug. 12, '09, Nov. 8..	Special Sessions. ....	Pleaded guilty; sentence suspended.	
July 25. ....	Special Sessions. ....	Pending.	
Aug. 14, '09, Nov. 4..	Special Sessions. ....	Pleaded guilty; sentence suspended.	
Sept. 22, Sept. 28. ....	Magistrate's Court. ....	Dismissed.	
July 15, Sept. 20. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Aug. 1, Sept. 12. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
July 25. ....	Special Sessions. ....	Pending.	
April 12, May 2. ....	Special Sessions. ....	Acquitted.	
Feb. 19, Mar. 28. ....	Special Sessions. ....	Pleaded guilty; fined. ....	20 00
Nov. 16, Nov. 16. ....	Special Sessions. ....	Convicted; sentence suspended (2).	

present year by district attorney, Queens County.

TABLE II.—STATISTICS OF MERCANTILE ESTABLISHMENTS INSPECTED IN THE

BRANCH OF TRADE AND CITY.	Places in- spected.†	LARGEST NUMBER OF EMPLOYEES IN YEAR.		
		Office help, etc.*	In sales- rooms.	Total.
I.				
BUSINESS OFFICES.....	286	6,167	.....	6,167
<i>Buffalo.....</i>	<i>95</i>	<i>332</i>	<i>.....</i>	<i>332</i>
<i>New York City.....</i>	<i>177</i>	<i>5,238</i>	<i>.....</i>	<i>5,238</i>
<i>Rochester.....</i>	<i>14</i>	<i>597</i>	<i>.....</i>	<i>597</i>
2. TELEGRAPH OFFICES.....	119	7,067	.....	7,067
<i>Buffalo.....</i>	<i>16</i>	<i>733</i>	<i>.....</i>	<i>733</i>
<i>New York City.....</i>	<i>93</i>	<i>5,597</i>	<i>.....</i>	<i>5,597</i>
<i>Rochester.....</i>	<i>10</i>	<i>737</i>	<i>.....</i>	<i>737</i>
3. MESSENGER SERVICE.....	38	1,960	.....	1,960
<i>Buffalo.....</i>	<i>6</i>	<i>121</i>	<i>.....</i>	<i>121</i>
<i>New York City.....</i>	<i>30</i>	<i>1,819</i>	<i>.....</i>	<i>1,819</i>
<i>Rochester.....</i>	<i>2</i>	<i>20</i>	<i>.....</i>	<i>20</i>
Total — Group I.....	443	15,194	.....	15,194
II.				
1. FOOD, LIQUORS AND TOBACCO.....	4,335	5,236	17,537	22,773
a. Bakeries.....	437	272	1,334	1,606
<i>Buffalo.....</i>	<i>69</i>	<i>11</i>	<i>124</i>	<i>135</i>
<i>New York City.....</i>	<i>352</i>	<i>220</i>	<i>1,175</i>	<i>1,395</i>
<i>Rochester.....</i>	<i>16</i>	<i>41</i>	<i>35</i>	<i>76</i>
b. Groceries and provisions.....	1,790	2,679	7,855	10,534
<i>Buffalo.....</i>	<i>438</i>	<i>125</i>	<i>1,577</i>	<i>1,702</i>
<i>New York City.....</i>	<i>1,259</i>	<i>2,423</i>	<i>5,907</i>	<i>8,390</i>
<i>Rochester.....</i>	<i>93</i>	<i>131</i>	<i>371</i>	<i>502</i>
c. Meats.....	1,053	1,378	4,398	5,776
<i>Buffalo.....</i>	<i>84</i>	<i>32</i>	<i>280</i>	<i>312</i>
<i>New York City.....</i>	<i>929</i>	<i>1,286</i>	<i>3,978</i>	<i>5,264</i>
<i>Rochester.....</i>	<i>40</i>	<i>60</i>	<i>140</i>	<i>200</i>
d. Dairies.....	143	285	600	885
<i>Buffalo.....</i>	<i>33</i>	<i>22</i>	<i>170</i>	<i>192</i>
<i>New York City.....</i>	<i>103</i>	<i>253</i>	<i>414</i>	<i>667</i>
<i>Rochester.....</i>	<i>7</i>	<i>10</i>	<i>16</i>	<i>26</i>
e. Confectionery.....	707	340	2,430	2,770
<i>Buffalo.....</i>	<i>180</i>	<i>5</i>	<i>478</i>	<i>483</i>
<i>New York City.....</i>	<i>490</i>	<i>311</i>	<i>1,761</i>	<i>2,072</i>
<i>Rochester.....</i>	<i>37</i>	<i>24</i>	<i>191</i>	<i>215</i>
f. Cigars and tobacco.....	110	158	486	644
<i>Buffalo.....</i>	<i>28</i>	<i>10</i>	<i>77</i>	<i>87</i>
<i>New York City.....</i>	<i>74</i>	<i>139</i>	<i>358</i>	<i>497</i>
<i>Rochester.....</i>	<i>8</i>	<i>9</i>	<i>51</i>	<i>60</i>
g. Liquors and mineral waters.....	95	124	434	558
<i>Buffalo.....</i>	<i>14</i>	<i>10</i>	<i>49</i>	<i>69</i>
<i>New York City.....</i>	<i>78</i>	<i>113</i>	<i>328</i>	<i>441</i>
<i>Rochester.....</i>	<i>5</i>	<i>1</i>	<i>57</i>	<i>58</i>

\* Including messengers.

† Includes 6,970 places inspected in 1909 (see p. 362)



# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 427

TWO YEARS ENDED SEPTEMBER 30, 1910: BY BRANCHES OF TRADE AND CITIES.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										CHILDREN UNDER 14 YEARS.	
Grand total.	OFFICE FORCE.*		In sales-rooms.	SEX AND AGE OF SALESROOM EMPLOYEES.					In office.	In sales-rooms.	
	Total.	THEREOF—		MALES.		FEMALES.					
		Boys, 14-16.		Girls, 14-16.	16 years or over.	14-16 years.	21 years or over.	16-21 years.			14-16 years.
6,094	6,094	614	12							280	
332	332	106	4							46	
5,165	5,165	293	6							80	
597	597	215	8							154	
7,061	7,061	444	43								
733	733	103	5								
5,597	5,597	328	19								
731	731	13	19								
1,954	1,954	44	1							11	
181	181	18									
1,819	1,819	26	1							10	
14	14									1	
15,109	15,109	1,102	56							291	

## OF FICES.

6,094	6,094	614	12							280	
332	332	106	4							46	
5,165	5,165	293	8							80	
597	597	215	8							154	
7,061	7,061	444	43								
733	733	103	6								
5,597	5,597	388	19								
731	731	13	19								
1,954	1,954	44	1							11	1
181	181	18									
1,819	1,819	26	1							10	1
14	14									1	
15,109	15,109	1,102	56							291	1

## STORES.

22,304	5,190	437	5	17,114	12,257	991	2,457	1,273	136	266	492
1,605	272	18		1,333	456	49	543	253	32	9	41
156	11			124	21	5	61	30	7		1
1,394	220	16		1,174	427	44	463	219	21	9	40
76	41	8		35	8		19	4	4		
10,403	2,639	223	2	7,764	6,076	483	769	395	41	120	236
1,697	125			1,572	945	83	390	131	23	2	52
8,210	2,383	216	2	6,827	4,870	394	298	247	18	108	179
496	131	7		365	261	6	81	17		10	6
5,604	1,377	164	3	4,247	3,657	257	176	141	6	118	130
510	32	1		278	216	10	40	11	1	1	15
5,103	1,295	163	3	3,820	3,323	247	112	128	5	113	114
198	60	10		139	113		24	2		4	1
870	285	16		585	476	44	39	25	1	10	17
181	22			159	127	15	14	3		2	8
663	253	16		410	330	27	24	22	1	7	8
26	10			16	13	2	1			1	1
2,618	337	5		2,281	874	94	847	413	53	5	53
453	6			478	155	35	195	86	7		16
1,926	308	6		1,618	647	64	678	294	45	6	36
209	24			185	72	6	74	33	1		1
644	158	6		486	348	26	69	40	3	4	9
87	10			77	51	9	11	6	1		1
497	139	6		358	264	16	46	30	2	4	8
60	9	1		51	33	1	12	6			
550	122	5		428	370	38	14	6			6
69	10			49	32	11	3	3			
436	111	6		324	289	20	6	3			4
66	1			66	49	1	6				2

of last year's report) and 3,876 others inspected in 1910, but not in 1909.

Table II.—Statistics of Mercantile Establishments:

BRANCH OF TRADE AND CITY.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		
		Office help, etc.*	In sales- rooms.	Total.
II. STORES				
2. CLOTHING AND WEARING APPAREL.....	2,879	10,484	38,361	48,845
a. Men's clothing and furnishings.....	386	1,301	4,815	6,116
Buffalo.....	43	22	385	407
New York City.....	313	950	3,991	4,941
Rochester.....	30	329	439	768
b. Men's hats and caps.....	163	258	829	1,047
Buffalo.....	13		50	50
New York City.....	116	251	666	917
Rochester.....	34	7	113	120
c. Women's clothing and dry goods.....	1,686	7,699	26,334	34,033
Buffalo.....	129	481	3,572	3,853
New York City.....	1,514	7,311	22,383	29,744
Rochester.....	63	67	379	436
d. Millinery.....	309	362	3,406	3,768
Buffalo.....	66	4	341	347
New York City.....	288	343	2,997	3,510
Rochester.....	15	15	68	83
e. Furs and fur goods.....	68	153	399	544
Buffalo.....	8		28	28
New York City.....	56	132	341	493
Rochester.....	4	3	30	33
f. Boots and shoes.....	187	620	2,381	3,001
Buffalo.....	36	21	236	257
New York City.....	128	581	1,966	2,547
Rochester.....	23	18	179	197
g. Gloves.....	20	89	197	285
Buffalo.....	1		1	1
New York City.....	19	89	196	285
3. HOUSEHOLD FURNISHINGS.....	527	2,758	7,332	10,090
a. Furniture and upholstery.....	217	1,382	2,662	4,014
Buffalo.....	31	29	351	351
New York City.....	168	1,343	2,029	3,372
Rochester.....	18	19	302	321
b. Wall paper and hangings.....	48	110	366	470
Buffalo.....	16		29	29
New York City.....	28	106	303	409
Rochester.....	4	4	34	38
c. China, glass and earthenware.....	131	1,102	1,727	2,829
Buffalo.....	13	8	108	116
New York City.....	113	1,093	1,546	2,639
Rochester.....	5	1	73	74
d. Small ware.....	131	164	2,577	2,741
Buffalo.....	11	6	435	447
New York City.....	118	168	2,080	2,244
Rochester.....	2		66	66
4. TRANSPORTATION SUPPLIES.....	70	180	497	677
a. Carriages and wagons.....	6	6	27	33
New York City.....	4	6	15	21
Rochester.....	2		12	13

\*Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 429

By Branches of Trade and Cities — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.											CHILDREN UNDER 14 YEARS.	
Grand total.	OFFICE FORCE. <sup>b</sup>			In sales- rooms.	SEX AND AGE OF SALESROOM EMPLOYEES.					In office.	In sales- rooms.	
	Total.	THEREOF—			MALES.		FEMALES.					
		Boys, 14-16.	Girls, 14-16.		16 years or over.	14-16 years.	21 years or over.	16-21 years.	14-16 years.			
— Continued.												
47,057	10,397	277	92	36,660	24,673	700	7,520	3,481	286	12	54	
5,953	1,300	41	3	4,653	4,038	128	324	156	7	5	2	
406	22	1		384	282	37	47	16	2			
4,779	949	31	2	3,830	3,381	88	227	130	4	4	1	
768	329	9	1	439	375	3	50	10	1	1	1	
1,057	258	20		799	632	20	132	15		1	3	
49				49	21	3	22	3				
890	251	20		639	565	17	48	9		1	3	
118	7			111	46		62	3				
32,872	7,640	169	50	25,232	16,456	428	5,512	2,636	200	2	25	
3,630	240	7		3,390	1,135	117	1,431	682	25		6	
28,809	7,343	160	50	21,466	15,229	308	3,882	1,877	170	2	18	
433	67	2		376	92	3	199	77	5		1	
3,491	335	13	8	3,156	1,316	44	1,190	538	68	4	2	
345	4			341	139	15	140	41	6			
3,063	316	12	8	2,747	1,162	29	1,017	477	62	3	2	
83	15	1		68	15		53	20		1		
521	155	2	2	366	262	10	86	8				
28				28	4	6	18					
460	162	2	2	308	236	4	61	7				
33	3			30	22		7	1				
2,877	620	31	28	2,257	1,816	67	241	122	11		22	
267	21	1		236	158	14	29	35				
2,428	581	28	28	1,847	1,630	49	174	83	11		22	
192	18	2		174	128	4	38	4				
286	89	1	1	197	153	3	35	6				
1				1				1				
285	80	1	1	196	153	3	35	5				
9,445	2,747	34		6,698	4,282	93	1,007	1,258	58	3	13	
3,972	1,380	12		2,592	2,303	24	225	38	2		3	
351	20			331	270	3	48	10			2	
3,300	1,341	18		1,959	1,788	21	126	22	2		1	
321	19			302	245		51	6				
466	110	1		356	288	11	41	16				
28				28	9	7	11	1				
400	106	1		294	251	4	35	14				
38	4			34	28		5	1				
2,713	1,094	17		1,619	1,300	43	175	96	5		2	
116	8			108	82	3	19	4				
2,623	1,085	16		1,438	1,167	39	138	89	6		2	
74	1	1		73	51	1	18	3				
2,294	163	4		2,131	391	15	566	1,108	51	3	8	
439	6			433	79	2	161	189	2		1	
1,799	157	4		1,642	300	13	393	889	47	3	7	
56				56	12		12	30	2			
666	180	5		486	423	10	39	14			1	
33	0			27	24	1	2					
21	0			15	14	1						
12				12	10		2					

messengers.

Table II.—Statistics of Mercantile Establishments:

BRANCH OF TRADE AND CITY.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		
		Office help, etc.*	In sales- rooms.	Total.
II. STORES				
4. TRANSPORTATION SUPPLIES—Concluded.				
b. Harness, saddlery, trunks and traveling bags.....	26	33	174	207
Buffalo.....	2		9	9
New York City.....	23	33	150	183
Rochester.....	1		15	15
c. Bicycles and automobiles.....	38	141	296	437
Buffalo.....	20	14	148	162
New York City.....	12	113	130	243
Rochester.....	6	14	18	32
5. EDUCATION AND ART SUPPLIES.....	522	3,184	4,244	7,428
a. Books and stationery.....	352	2,366	3,080	5,446
Buffalo.....	44	95	195	290
New York City.....	292	2,254	2,729	4,983
Rochester.....	16	17	166	173
b. Music and musical instruments.....	76	469	449	918
Buffalo.....	18	13	119	132
New York City.....	48	445	259	704
Rochester.....	10	11	71	82
c. Art goods (including photographs).....	94	349	715	1,064
Buffalo.....	19	1	60	61
New York City.....	69	342	594	896
Rochester.....	6	6	61	67
6. JEWELRY, HARDWARE, INSTRUMENTS, ETC.....	703	4,112	8,056	12,168
a. Jewelry and silverware.....	159	714	1,651	2,365
Buffalo.....	29	9	204	213
New York City.....	111	687	1,338	2,023
Rochester.....	19	18	111	129
b. Optical goods, cameras and scientific instruments.....	50	202	307	509
Buffalo.....	8	5	46	51
New York City.....	39	182	194	376
Rochester.....	12	15	67	82
j. Hardware.....	384	2,229	4,651	6,880
Buffalo.....	66	153	847	1,000
New York City.....	281	1,938	3,465	5,403
Rochester.....	37	138	339	477
d. Typewriters, sewing machines, etc.....	75	783	1,179	1,962
Buffalo.....	11	15	112	127
New York City.....	60	738	982	1,780
Rochester.....	14	30	85	115
e. Machinery, fire apparatus, safes, etc.....	26	184	268	452
Buffalo.....	1	2	3	5
New York City.....	23	175	254	429
Rochester.....	2	7	11	18
7. MATERIALS AND FUEL.....	593	1,995	4,816	6,811
a. Drugs and chemicals.....	505	1,746	4,045	5,791
Buffalo.....	60	8	400	408
New York City.....	411	1,696	3,413	5,109
Rochester.....	28	42	232	274

\* Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 431

By Branches of Trade and Cities — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										CHILDREN UNDER 14 YEARS.	
Grand total.	OFFICE FORCE.*			In sales-rooms.	SEX AND AGE OF SALESROOM EMPLOYEES.					In office.	In sales-rooms.
	Total.	THEREOF—			MALES.		FEMALES.				
		Boys, 14-16.	Girls, 14-16.		16 years or over.	14-16 years.	21 years or over.	16-21 years.	14-16 years.		
196	33			163	143	5	10	5			1
9				9	4	2	1	2			1
172	33			139	129	3	4	3			
15				15	10		5				
437	141	5		296	256	4	27	9			
162	14	1		148	113	3	23	9			
243	113	2		130	127	1	2				
32	14	2		18	16		2				
7,321	3,178	96	10	4,143	3,247	183	438	248	27	17	52
5,343	2,360	72	10	2,983	2,345	129	300	195	14	16	51
290	95	4		195	111	15	69	10		14	
4,880	2,248	68	10	2,632	2,168	107	185	160	14	1	61
173	17			166	68	7	66	26		1	
918	469	12		449	373	8	46	19	3		1
132	13			119	95	2	16	5	1		1
704	445	12		269	219	6	20	12	2		
82	11			71	59		10	2			
1,060	349	12		711	529	46	92	34	10	1	
61	1			60	23	9	17	3	3		
932	342	12		590	468	34	61	26	7	1	
67	6			61	44	3	14				
11,954	4,108	75	1	7,846	6,979	178	512	165	12	3	5
2,164	714	21		1,450	1,111	40	239	52	8		
204	9	1		195	100	9	71	14	1		
1,841	687	18		1,154	934	30	160	33	7		
119	18	2		101	77	1	18	6			
509	202	14	1	307	263	10	28	6			
51	5			46	34	6	6				
376	182	14	1	194	178	3	12	1			
82	15			67	51	1	10	5			
6,867	2,225	33		4,642	4,252	125	173	89	3	3	5
999	153	1		846	627	49	102	67	1		
5,991	1,934	30		3,457	3,329	75	30	21	2	2	5
477	138	2		339	298	1	41	1		1	
1,962	783	6		1,179	1,091	2	70	15	1		
127	15			112	85	1	20	5	1		
1,720	738	6		982	948	1	29	6			
115	30			85	60		21	4			
452	184	1		268	262	1	2	3			
5	2			3	3						
429	175	1		254	249	1	2	2			
18	7			11	10			1			
6,764	1,995	79	2	4,769	3,930	231	447	146	15	10	21
5,751	1,746	73	2	4,005	3,241	222	391	139	12	7	21
408	8	1		400	234	39	97	30			
5,073	1,696	72	2	3,377	2,848	182	240	97	10	7	21
270	42			228	159	1	54	12	2		

messengers.

Table II. — Statistics of Manufacturing Establishments :

LARGEST NUMBER OF EMPLOYEES IN YEAR.				
BRANCH OF TRADE AND CITY	Persons em- ployed	LARGEST NUMBER OF EMPLOYEES IN YEAR.		Total
		Office help, etc.,*	In sales- rooms	
II. STORES				
7. <b>MADEIRA AND PAPER, Concluded</b>				
h. <b>Prints, oils and glass</b>				
Buffalo	75	243	684	927
New York City	11	-	105	152
Rochester	40	222	509	751
Rochester	3	4	30	34
i. <b>Coal, wood and lumber</b>				
Buffalo	12	6	97	93
New York City	1	1	71	75
Rochester	3	2	6	10
8. <b>DEPARTMENT STORES</b>	103	14,202	50,949	65,151
Buffalo	9	182	2,379	2,561
New York City	58	13,114	45,205	58,319
Rochester	6	806	3,365	4,171
9. <b>MISCELLANEOUS</b>	592	1,609	4,458	6,157
a. <b>Rubber goods</b>				
Buffalo	45	190	331	561
Buffalo	8	51	81	138
New York City	34	121	286	347
Rochester	3	18	24	48
b. <b>Leather and fancy leather goods</b>				
Buffalo	50	284	366	650
Buffalo	7	18	22	35
New York City	37	271	306	677
Rochester	6	-	38	38
c. <b>Sporting goods</b>				
Buffalo	35	215	450	665
Buffalo	2	-	18	18
New York City	31	212	426	658
Rochester	2	3	6	9
d. <b>Novelties and toys</b>				
Buffalo	100	303	1,108	1,411
Buffalo	12	7	83	90
New York City	86	296	1,080	1,316
Rochester	8	-	6	6
e. <b>Florists</b>				
Buffalo	132	194	544	738
Buffalo	42	14	167	171
New York City	75	168	337	499
Rochester	15	18	60	88
f. <b>Other or not specified</b>				
Buffalo	230	513	1,659	2,172
Buffalo	47	23	167	190
New York City	158	458	1,418	1,874
Rochester	26	34	74	108
<b>Total Group II</b>	<b>10,324</b>	<b>43,850</b>	<b>136,250</b>	<b>180,100</b>

**III. HOTELS AND**

1. <b>Hotels</b>	9	18	27	45
2. <b>Hotels</b>	3	3	12	16
3. <b>Hotels</b>	6	15	16	30
4. <b>Hotels</b>	43	27	256	283
5. <b>Hotels</b>	11	-	68	68
6. <b>Hotels</b>	28	27	185	213
7. <b>Hotels</b>	4	-	13	13

\* Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 433

By Branches of Trade and Cities — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.										CHILDREN UNDER 14 YEARS.	
Grand total.	OFFICE FORCE. <sup>a</sup>			In sales-rooms.	SEX AND AGE OF SALESMEN EMPLOYEES.					In office.	In sales-rooms.
	Total.	THEREOF—			MALES.		FEMALES.				
		Boys, 14-16.	Girls, 14-16.		16 years or over.	14-16 years.	21 years or over.	16-21 years.	14-16 years.		
— Concluded.											
920	243	6		677	611	7	51	5	3		
152	7			145	121		22	1	1		
734	232	6		502	463	7	26	4	2		
34	4			30	27		3				
93	6			87	78	2	5	2		3	
75	1			74	71		2	1			
10	3			7	5	2				3	
8	2			6	2		3	1			
54,308	13,884	93	178	40,424	14,438	1,108	15,495	7,653	1,730		1
2,355	165	3		2,190	675	100	883	468	64		1
48,363	12,867	45	125	35,496	12,896	966	13,406	6,761	1,477		
3,690	862	45	53	2,738	867	42	1,206	434	189		
5,934	1,633	23	2	4,301	3,111	142	623	386	39	12	31
521	190			331	275	7	35	9	5		
132	51			81	69	1	7	4			
347	121			226	190	6	20	5	6		
42	18			24	16		8				
641	283	7		358	296	6	32	19	5		3
35	13			22	18	2	2				
668	270	7		398	343	4	22	19	6		3
38				38	30		8				
664	215	1		449	416	8	20	3	2		
18				18	14		3	1			
637	212	1		425	398	8	15	2	2		
9	3			6	4		2				
1,258	241	5		1,017	658	38	195	113	13		9
90	7	1		83	50	10	19	4			1
1,163	234	4		929	605	28	174	109	13		8
6				5	3		2				
699	194	4		505	375	46	52	28	4	6	12
171	14	1		167	95	17	23	19	3		6
480	162	1		318	262	23	11	6	1	3	6
68	18	2		50	28	1	18	3		3	
2,151	510	6	2	1,641	1,091	37	289	214	10	6	7
190	23			167	84	11	51	18	3		3
1,853	463	6	2	1,400	978	24	211	186	7	3	4
108	34	1		74	35	2	27	10		3	
165,753	43,312	1,119	290	122,441	73,340	3,636	28,538	14,624	2,303	323	670

## RESTAURANTS.

36	18	1	.....	18	8	4	4	2	.....	.....	.....
15	3	1	.....	12	3	3	4	2	.....	.....	.....
21	15	.....	.....	6	5	1	.....	.....	.....	.....	.....
282	27	2	1	255	126	21	85	16	7	.....	6
58	.....	.....	.....	58	22	6	23	4	3	.....	1
212	27	2	1	185	96	12	62	12	3	.....	4
12	.....	.....	.....	12	8	3	.....	.....	1	.....	1

messengers.

Table II.—Statistics of Mercantile Establishments:

BRANCH OF TRADE AND CITY.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.		
		Office help, etc.*	In sales- rooms.	Total.
<hr/>				
III. HOTELS AND				
3. APARTMENT HOUSES.....	4	2	51	53
<i>New York City</i> .....	4	2	51	53
4. BARBERS AND BOOTBLACKS.....	23	5	52	57
<i>Buffalo</i> .....	13		33	33
<i>New York City</i> .....	8	2	18	20
<i>Rochester</i> .....	2	3	1	4
Total—Group III.....	60	52	386	438
GRAND TOTAL.....	10,846	59,096	136,636	195,712

\* Including



# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 435

By Branches of Trade and Cities — Concluded.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.										CHILDREN UNDER 14 YEARS.	
Grand total.	OFFICE FORCE.*			In sales-rooms.	SEX AND AGE OF SALESROOM EMPLOYEES.					In office.	In sales-rooms.
	Total.	THEREOF—			MALES.		FEMALES.				
		Boys, 14-16.	Girls, 14-16.		16 years or over.	14-16 years.	21 years or over.	16-21 years.	14-16 years.		

## RESTAURANTS—Concluded.

47	21	1	.....	45	27	1	15	1	1	.....	.....
47	2	1	.....	45	27	1	15	1	1	.....	.....
54	5	1	.....	49	32	15	1	1	.....	2	6
33	.....	.....	.....	33	21	12	.....	.....	.....	.....	2
17	2	1	.....	15	11	2	1	1	.....	2	3
4	3	.....	.....	1	.....	1	.....	.....	.....	.....	1
419	52	5	1	367	193	41	105	20	8	2	12
181,281	58,473	2,226	347	122,808	73,533	3,677	28,643	14,644	2,311	616	683

messengers.

TABLE III.—STATISTICS OF MERCANTILE ESTABLISHMENTS INSPECTED IN THE

In- dustry num- ber.	CITY AND BRANCH OF TRADE.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.				
			Office help, etc.*	In sales- rooms.	Total.	Total.	Office force.*
BUFFALO.							
I. OFFICES.							
1.....	Business offices.....	95	332		832	332	332
2.....	Telegraph offices.....	16	733		733	733	733
3.....	Messenger service.....	6	121		121	121	121
Total—Group I.....		117	1,186		1,186	1,186	1,18
II. STORES.							
1-a.....	Bakeries.....	69	11	124	135	135	11
1-b.....	Groceries and provisions.....	438	125	1,577	1,702	1,697	125
1-c.....	Meats.....	84	32	280	312	310	32
1-d.....	Dairies.....	33	22	170	192	181	22
1-e.....	Confectionery.....	180	5	478	483	483	5
1-f.....	Cigars and tobacco.....	28	10	77	87	87	10
1-g.....	Liquors and mineral waters.....	14	10	49	59	59	10
2-a.....	Men's clothing and furnishings.....	43	22	385	407	406	22
2-b.....	Men's hats and caps.....	13		50	50	49	
2-c.....	Women's clothing and dry goods.....	129	281	3,572	3,853	3,630	240
2-d.....	Millinery.....	66	4	341	345	345	4
2-e.....	Furs and fur goods.....	8		28	28	28	
2-f.....	Boots and shoes.....	36	21	236	257	257	21
2-g.....	Gloves.....	1		1	1	1	
3-a.....	Furniture and upholstery.....	31	20	331	351	351	20
3-b.....	Wall paper and hangings.....	16		29	29	28	
3-c.....	China, glass and earthenware.....	13	8	108	116	116	8
3-d.....	Small ware.....	11	6	435	441	439	6
4-b.....	Harness, saddlery, trunks and traveling bags.....	2		9	9	9	
4-c.....	Bicycles and automobiles.....	20	14	148	162	162	14
5-a.....	Books and stationery.....	44	95	195	290	290	95
5-b.....	Music and musical instruments.....	18	13	119	132	132	13
5-c.....	Art goods (including photographs).....	19	1	60	61	61	1
6-a.....	Jewelry and silverware.....	29	9	204	213	204	9
6-b.....	Optical goods, cameras and scientific instru- ments.....	8	5	46	51	51	5
6-c.....	Hardware.....	66	153	847	1,000	999	153
6-d.....	Typewriters, sewing machines, multigraphs, etc.....	11	15	112	127	127	15
6-e.....	Machinery, fire apparatus, safes, etc.....	1	2	3	5	5	2
7-a.....	Drugs and chemicals.....	66	8	400	408	408	8
7-b.....	Paints, oils and glass.....	11	7	145	152	152	7
7-c.....	Coal, wood and lumber.....	4	1	74	75	75	1
8.....	Department stores.....	9	182	2,379	2,561	2,355	165
9-a.....	Rubber goods.....	8	51	81	132	132	51
9-b.....	Leather and fancy leather goods.....	7	13	22	35	35	13
9-c.....	Sporting goods.....	2		18	18	18	
9-d.....	Novelties and toys.....	12	7	83	90	90	7
9-e.....	Florists.....	42	14	157	171	171	14
9-f.....	Other or not specified.....	47	23	167	190	190	23
Total—Group II.....		1,639	1,190	13,540	14,780	14,268	1,132
III. HOTELS AND RESTAURANTS.							
1.....	Hotels.....	3	3	12	15	15	3
2.....	Restaurants.....	11		58	58	58	
4.....	Barbers and bootblacks.....	13		33	33	33	
Total—Group III.....		27	3	103	106	106	3
Total—Buffalo.....		1,783	2,379	13,643	16,022	15,560	2,321

\* Including

## REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 437

**TWO YEARS ENDED SEPTEMBER 30, 1910: BY CITIES AND BRANCHES OF TRADE.**

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							NUMBER OF EMPLOYEES IN SALESROOMS WHO WORK PER WEEK—				
In sale- rooms.	NUMBER OF EMPLOYEES IN SALESROOMS EMPLOYING—						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	Irreg- ular hours.
	1-4.	5-19.	20-49.	50-199.	200-499.	500 +					
124	118	6					19	43	51	8	3
1,572	702	567	213	90			143	629	651	109	40
278	176	72	30				31	115	99	29	4
159	40	82	37				21	59	73	2	
477	300	130	48				47	226	127	43	35
78	52	25					8	44	23	1	1
49	20	29					12	22	14	1	
384	52	132	146	54			15	282	73	14	
49	30	19					12	36			1
3,390	159	251	304	749	607	1,320	19	2,893	415	61	2
341	107	105	37	92			10	286	40	4	1
28	15	13					2	22	4		
236	46	103	87				2	162	43	26	3
1	1							1			
31	11	139	181				8	314	8		1
28	28						5	18	5		
108	14	50	44				4	90	14		
433	9	30	49	345			2	298	135		
9	1	8						9			
148	17	131					1	71	76		
195	66	129					25	156	12	2	
119	21	48		50			2	66	42	7	2
60	36	24					4	52			3
195	39	55	101				9	163	22		1
46	7	39					1	39	6		
846	85	180	141	440			153	448	240	4	1
112	9	50	53				25	76	9		2
3	3							3			
400	117	104	124	55			33	178	159	28	2
145	16	29		100				129	15		1
74	3			51			20	54			
2,190			20	346	932	847	847	1,267	76		
81	3	33	46				8	68	5		
22	22						5	15	2		
18		18						18			
83	22	6		55			2	79			1
157	63	94					16	85	54	1	1
167	58	73	36				16	132	18		1
13,136	2,468	2,774	1,761	2,427	1,539	2,167	1,527	8,646	2,513	340	110
12	1	11					1	8		3	
58	15	43					4	13	19	22	
33	23	10					4	4	14	11	
103	39	64					9	25	33	36	
13,239	2,507	2,838	1,761	2,427	1,539	2,167	1,536	8,671	2,546	376	110

**messengers.**

Table III.—Statistics of Mercantile Establishments:

In- dustry num- ber.	CITY AND BRANCH OF TRADE.	Places in- volved.	LARGEST NUMBER OF EMPLOYEES IN YEAR.			Total.	Office force.*
			Office help, etc.*	In sales- rooms.	Total.		
NEW YORK CITY.							
I. OFFICES.							
1.....	Business offices.....	177	5,238		5,238	5,165	5,165
	Manhattan.....	135	4,932		4,932	4,930	4,930
	Bronx.....	27	276		276	204	204
	Brooklyn.....	13	29		29	29	29
	Queens.....	2	2		2	2	2
2.....	Telegraph offices.....	93	5,597		5,597	5,597	5,597
	Manhattan.....	82	5,522		5,522	5,522	5,522
	Bronx.....	1	4		4	4	4
	Brooklyn.....	10	71		71	71	71
3.....	Messenger service.....	70	1,819		1,819	1,819	1,819
	Manhattan.....	30	1,819		1,819	1,819	1,819
Total—Group I.....		300	12,654		12,654	12,581	12,581
II. STORES.							
1-a.....	Bakeries.....	352	220	1,175	1,395	1,394	220
	Manhattan.....	194	181	715	896	896	181
	Bronx.....	64	3	277	280	280	3
	Brooklyn.....	91	26	169	184	184	26
	Queens.....	12	11	21	32	32	11
	Richmond.....	1		3	3		
1-b.....	Groceries and provisions.....	1,259	2,423	5,907	8,330	8,210	2,383
	Manhattan.....	740	1,955	4,563	6,518	6,411	1,915
	Bronx.....	200	24	423	517	516	24
	Brooklyn.....	292	413	750	1,163	1,151	413
	Queens.....	18	28	77	105	105	28
	Richmond.....	9	3	24	27	27	3
1-c.....	Meats.....	929	1,286	3,978	5,264	5,105	1,285
	Manhattan.....	497	785	2,521	3,303	3,189	785
	Bronx.....	146	67	612	679	652	67
	Brooklyn.....	269	407	735	1,142	1,127	406
	Queens.....	13	24	92	116	116	24
	Richmond.....	4	3	18	21	21	3
1-d.....	Dairies.....	103	253	414	667	663	253
	Manhattan.....	89	248	375	623	623	248
	Bronx.....	5	2	13	15	15	2
	Brooklyn.....	7	3	19	22	18	3
	Queens.....	2		7	7		
1-e.....	Confectionery.....	490	311	1,761	2,072	1,926	308
	Manhattan.....	237	287	1,129	1,416	1,301	284
	Bronx.....	23	3	67	70	68	3
	Brooklyn.....	178	21	475	496	472	21
	Queens.....	36		67	67	62	
	Richmond.....	16		23	23		
1-f.....	Cigars and tobacco.....	74	139	358	497	497	139
	Manhattan.....	47	124	311	435	435	124
	Bronx.....	1		2	2		
	Brooklyn.....	20	15	39	54	54	15
	Queens.....	6		6	6		
1-g.....	Liquors and mineral waters.....	76	113	328	411	435	111
	Manhattan.....	54	108	293	401	396	106
	Bronx.....	6		11	11	10	
	Brooklyn.....	15	6	20	26	26	6
	Richmond.....	1		4	4		
2-a.....	Men's clothing and furnishings.....	313	950	3,991	4,941	4,779	949
	Manhattan.....	291	907	3,856	4,763	4,615	907
	Bronx.....	3	1	12	13	13	1
	Brooklyn.....	19	42	123	165	151	41
2-b.....	Men's hats and caps.....	116	251	666	917	890	251
	Manhattan.....	97	239	588	827	825	239
	Bronx.....	1		1	1		
	Brooklyn.....	18	12	77	89	64	12
2-c.....	Women's clothing and dry goods.....	1,504	7,361	22,383	29,744	28,809	7,343
	Manhattan.....	1,365	7,177	20,514	27,691	26,975	7,159
	Bronx.....	30		102	102	102	
	Brooklyn.....	122	181	1,701	1,882	1,663	181
	Queens.....	11	3	57	60	60	3
	Richmond.....	6		9	9		

\* Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 439

By Cities and Branches of Trades — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							NUMBER OF EMPLOYEES IN SALESROOMS WHO WORK PER WEEK—				
In sales-rooms.	NUMBER OF EMPLOYEES IN SALESROOMS EMPLOYING—										
	1-4.	5-19.	20-49.	50-199.	200-499.	500 +.	51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	Irregular hours.
1,174	499	592	23	60			72	186	556	356	4
716	304	328	25	60			40	141	342	191	1
877	68	219					12	16	131	117	1
169	114	46					16	29	79	33	2
21	21						4		4	13	
2	2									2	
5,827	2,010	1,396	530	1,416	476		724	1,625	1,203	2,238	37
4,496	1,168	1,000	457	1,416	476		609	1,544	879	1,446	19
492	330	162					69	11	180	229	3
738	469	176	98				42	63	129	480	14
77	34	43					1	6	15	66	1
24	9	16					3	2		19	
3,820	1,604	1,402	195	416	203		153	333	709	2,005	20
2,404	865	849	131	368	203		76	304	529	1,484	12
585	222	259	44				48	6	101	431	
721	460	201	20	60			25	13	77	598	8
92	12	20					6	11		74	
18	5	13								18	
410	146	151	113				78	136	81	112	3
375	122	136	113				75	134	73	90	3
13	8	8					2		6	8	
16	6	10					1	2	1	11	
7	7								1	6	
1,618	764	777	77				99	466	449	577	27
1,017	353	587	77				51	371	293	301	1
66	66	10					6	4	32	23	
451	224	167					34	22	112	192	25
62	49	13					8		10	33	3
23	23							1	2	20	
358	94	82	111	71			103	144	80	31	
311	64	66	111	71			96	125	76	14	
2	2								2		
39	22	17					7	18		13	
6	6							1	1	4	
324	108	149	67				95	92	87	47	3
290	74	149	67				90	36	76	55	3
10	10						3	3			
20	20						2	3	7	8	
4	4									4	
3,830	379	1,180	804	1,025	442		456	2,628	453	277	16
5,708	337	1,188	779	1,025	442		454	2,561	417	290	16
12	7	6						1	8	3	
110	36	60	25				2	66	28	14	
639	172	315	152				204	324	74	23	14
586	144	290	152				203	328	63	16	14
1	1						1				
52	27	25						38	6	8	
21,466	1,556	5,208	4,659	6,899	2,150	1,024	7,291	11,283	2,190	649	53
19,818	1,253	4,573	4,316	6,600	2,150	1,024	7,239	10,703	1,510	315	49
102	45	67					1	6	59	37	
1,422	234	536	343	389			50	569	596	263	4
67	15	42					1	4	23	29	
9	9							2	2	6	

messengers.

Table III.—Statistics of Mercantile Establishments:

In- dustry num- ber.	CITY AND BRANCH OF TRADE.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.			Total.	Office force.*
			Office help, etc.*	In sales- rooms.	Total.		
NEW YORK CITY—Continued.							
II. STORES—Continued.							
2-d....	Millinery	288	343	2,997	3,340	3,063	316
	Manhattan	255	314	2,680	2,974	2,741	287
	Bronx	11		97	87	86	
	Brooklyn	21	29	239	268	229	29
	Queens	1		1	1	1	
2-e....	Furs and fur goods	56	152	341	493	460	152
	Manhattan	55	144	313	457	424	144
	Brooklyn	1	8	28	36	36	8
2-f....	Boots and shoes	128	581	1,966	2,547	2,428	581
	Manhattan	96	532	1,757	2,289	2,182	532
	Bronx	12	1	67	68	46	1
	Brooklyn	20	48	152	200	200	48
2-g....	Gloves	19	89	196	285	285	89
	Manhattan	18	88	194	282	282	88
	Brooklyn	1	1	2	3	3	1
3-a....	Furniture and upholstery	168	1,343	2,079	3,372	3,300	1,341
	Manhattan	158	1,233	1,850	3,083	3,016	1,231
	Bronx	8	5	30	33	33	5
	Brooklyn	21	93	134	227	222	93
	Queens	1	14	16	29	29	14
3-b....	Wall paper and hangings	28	106	303	409	400	106
	Manhattan	27	98	298	396	387	98
	Brooklyn	1	8	5	13	13	8
3-c....	China, glass and earthenware	113	1,093	1,546	2,639	2,523	1,093
	Manhattan	83	1,086	1,452	2,538	2,437	1,078
	Bronx	4		10	10	10	
	Brooklyn	22	5	75	80	65	5
	Queens	4	2	9	11	11	2
3-d....	Small ware	118	158	2,086	2,244	1,799	157
	Manhattan	53	96	1,170	1,265	939	94
	Bronx	21	6	270	276	233	6
	Brooklyn	40	52	590	642	673	52
	Queens	4	5	56	61	54	5
4-a....	Carriages and wagons	4	6	15	21	21	6
	Manhattan	3	5	10	16	16	5
	Richmond	1	1	5	6	6	1
4-b....	Harness, saddlery, trunks and traveling bags	23	33	150	183	172	33
	Manhattan	22	33	136	168	168	33
	Brooklyn	1		15	15	4	
4-c....	Bicycles and automobiles	12	113	130	243	243	113
	Manhattan	12	113	130	243	243	113
5-a....	Books and stationery	292	2,254	2,729	4,983	4,880	2,248
	Manhattan	244	2,235	2,558	4,823	4,721	2,229
	Bronx	7		29	29	29	
	Brooklyn	32	17	68	116	114	17
	Queens	3	2	13	16	16	2
	Richmond	1		1	1	1	
5-b....	Music and musical instruments	48	445	259	704	704	445
	Manhattan	41	440	236	676	676	440
	Bronx	4	1	17	18	18	1
	Brooklyn	3	4	7	11	11	4
5-c....	Art goods (including photographs)	69	342	594	936	932	342
	Manhattan	65	336	581	917	915	336
	Bronx	1		1	1	1	
	Brooklyn	2	6	11	17	17	6
	Richmond	1		1	1	1	
6-a....	Jewelry and silverware	111	687	1,336	2,023	1,841	687
	Manhattan	104	674	1,276	1,960	1,778	674
	Brooklyn	7	13	60	73	63	13
6-b....	Optical goods, cameras and scientific instru- ments	39	182	194	376	376	182
	Manhattan	34	169	186	356	356	169
	Bronx	1	1	1	2	2	1
	Brooklyn	4	12	7	19	19	12

\* Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 441

By Cities and Branches of Trades — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							NUMBER OF EMPLOYEES IN SALESROOMS WHO WORK PER WEEK—				
In sales-rooms.	NUMBER OF EMPLOYEES IN SALESROOMS EMPLOYING—						51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	Irreg-ular hours.
	1-4.	5-19.	20-49.	50-199.	200-499.	500 +.					
2,74	36	96	837	582			798	1,643	247	39	20
2,45	33	79	742	582			717	1,485	198	34	20
9	6	8					30	49	11	5	
19	17	8	96				51	109	37		
1	1								1		
30	71	20	28				167	141			
28	71	20					139	141			
25			28				28				
1,847	140	511	225	745	221		242	1,081	397	106	21
1,636	81	40	198	745	221		227	1,015	322	69	17
45	31	1					5	3	18	15	4
152	25	9	27				10	69	67	22	
19	13	8	100				115	79	2		
194	11	8	100				115	77	2		
2											
1,924	149	68	546	576			658	977	290	30	4
1,78	112	574	523	576			649	917	215		4
3	8	2						5	14	9	
12	29	77	23				7	55	60	7	
10									1	14	
23	21	11	107	51			74	220			
6	21	11	107	51			74	216			
1,433	148	25	273	219	546		323	973	98	38	6
1,35	89	23	273	219	546		316	955	66	17	6
10	10							1	8	1	
60	40	20					7	15	23	15	
9	9							2	5	5	
1,64	9	56	426	558			32	671	782	154	3
85	34	276	259	274			13	365	418	48	3
227	12	90	68	57			1	59	140	27	
521	46	144	99	227			18	247	193	63	
40		41							51	18	
1	5	10					9	1		5	
10	5	6					9	1		5	
5		6								5	
13	30	109					10	91	28	10	
13	26	109					10	87	28	10	
4								4			
13	70	55					77	53			
136	7	70	55				77	53			
2,63	261	99	470	897			1,177	1,253	157	42	3
2,402	202	96	433	897			1,130	1,226	125	9	2
28	10	11							14	13	
97	43	17	37					25	17	13	
13	13						3	1	1	7	1
1								1			
259	61	12	64				115	122	17	5	
256	57	114	64				114	120	1		
17	2	16						2	10	5	
7							1			5	
590	10	176	73	241			196	366	20	8	
577	94	180	73	241			195	363	11	8	
1	1							1			
11	4	7						2	9		
1	1										
1,114	10	449	391	209			472	466	102	107	7
1,102	101	428	366	209			472	428	92	106	7
50	4	21	26					38	10	2	
194	47	74	73				54	131	9		
180	3	74	76				54	131	1		
1	1								1		
7	7								7		

messengers.

Table III.—Statistics of Mercantile Establishments:

In- dustry num- ber.	CITY AND BRANCH OF TRADE.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.			Total.	Office force.*
			Office help, etc.*	In sales- rooms.	Total.		
NEW YORK CITY—Continued.							
II. STORES—Concluded.							
6-c....	Hardware.....	281	1,938	3,465	5,403	5,391	1,934
	Manhattan.....	267	1,910	3,371	5,281	5,271	1,906
	Bronx.....	4	2	24	26	26	2
	Brooklyn.....	17	24	55	79	77	24
	Queens.....	2	2	14	16	16	2
	Richmond.....	1		1	1	1	
6-d....	Typewriters, sewing machines, etc.	50	738	982	1,720	1,720	738
	Manhattan.....	47	730	979	1,709	1,709	730
	Brooklyn.....	3	8	3	11	11	8
6-e....	Machinery, fire apparatus, safes, etc.	23	175	254	429	429	175
	Manhattan.....	23	175	254	429	429	175
7-a....	Drugs and chemicals.....	411	1,696	3,413	5,109	5,073	1,696
	Manhattan.....	308	1,663	3,048	4,611	4,680	1,663
	Bronx.....	48	6	160	166	154	4
	Brooklyn.....	49	180	109	289	284	180
	Queens.....	9	8	41	49	49	8
	Richmond.....	3		6	6	6	
7-b....	Paints, oils and glass.....	60	232	509	741	734	232
	Manhattan.....	56	215	488	701	701	215
	Brooklyn.....	4	19	21	40	35	19
7-c....	Coal, wood and lumber.....	5	3	7	10	10	3
	Manhattan.....	4	3	6	9	9	3
	Bronx.....	1		1	1	1	
8....	Department stores.....	88	13,114	45,205	58,319	48,363	12,867
	Manhattan.....	55	12,112	34,563	46,665	38,804	11,865
	Bronx.....	9	39	860	899	644	39
	Brooklyn.....	22	951	9,941	10,892	9,304	951
	Queens.....	2	2	51	53	61	2
9-a....	Rubber goods.....	34	121	226	347	347	121
	Manhattan.....	33	121	223	344	344	121
	Bronx.....	1		3	3	3	
9-b....	Leather and fancy leather goods	37	271	306	577	568	270
	Manhattan.....	37	271	306	577	568	270
9-c....	Sporting goods.....	31	212	426	638	637	212
	Manhattan.....	25	206	411	616	616	206
	Bronx.....	2	6	6	7	7	1
	Brooklyn.....	4	6	9	15	14	6
9-d....	Novelties and toys.....	86	296	1,020	1,316	1,163	234
	Manhattan.....	51	283	917	1,210	1,076	231
	Brooklyn.....	25	3	83	86	67	3
	Queens.....	4		12	12	12	
	Richmond.....	6		8	8	8	
9-e....	Florists.....	75	162	337	499	460	162
	Manhattan.....	57	158	281	437	410	156
	Bronx.....	6		7	7	7	
	Brooklyn.....	13	6	49	55	43	6
9-f....	Other or not specified.....	158	456	1,418	1,874	1,853	453
	Manhattan.....	137	447	1,346	1,793	1,776	444
	Bronx.....	6	3	33	36	36	3
	Brooklyn.....	13	6	37	43	40	6
	Queens.....	1		2	2	2	
	Richmond.....	1		↑			
Total—Group II.....		8,071	40,648	115,400	156,048	142,883	40,222
III. HOTELS AND RESTAURANTS.							
1....	Hotels.....	6	15	15	30	21	15
	Manhattan.....	5	15		15	15	15
	Brooklyn.....	1		15	15	6	
2....	Restaurants.....	28	27	185	212	212	27
	Manhattan.....	11	26	136	162	162	26
	Brooklyn.....	12	1	38	39	39	1
	Queens.....	1		1	1	1	
	Richmond.....	4		10	10	10	
3....	Apartment houses.....	4	2	51	53	47	2
	Manhattan.....	4	2	51	53	47	2

\* Including messengers. †One



# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 443

By Cities and Branches of Trades — Continued.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							NUMBER OF EMPLOYEES IN SALESROOMS WHO WORK PER WEEK—				
In sales-rooms.	NUMBER OF EMPLOYEES IN SALESROOMS EMPLOYING—										
	1-4.	5-19.	20-49.	50-199.	200-499.	500 +.	51 hours or	52-57 hours.	58-63 hours.	Over 63 hours.	Irregular hours.
3,457	249	1,094	984	861	269		1,452	1,783	156	61	5
3,368	215	1,056	964	861	269		1,447	1,766	155	24	3
24	4		20					1	20	3	
63	29	24					5	13	6	28	2
14		14						2	6	6	
1	1							1			
982	55	88	210	129	500		271	701	10		
979	52	88	210	129	500		271	698	10		
3	3							3			
254	18	128	46	62			80	172	2		
254	18	128	46	62			80	172	2		
3,377	562	1,119	539	1,157			1,121	927	339	974	16
3,017	407	945	508	1,157			1,099	880	249	765	14
150	67	52	31				10	18	51	70	1
164	68	56					11	16	32	104	1
41	15	26						3	6	32	
5	5							1	1	3	
502	80	140	82		200		162	109	229	2	
488	77	129	82		200		156	105	225	2	
14	3	11					6	4	4	4	
7	2	5						5	1	1	
6	1	5						6		1	
1	1							1			
35,496	15	199	535	1,914	2,180	30,653	9,631	18,256	4,238	3,371	
26,399	2	106	241	1,409	1,956	22,694	3,137	16,305	3,640	3,317	
605		48	35	298	224			179	426		
8,443	9	45	214	216		7,969	6,494	1,772	172	6	
49	4	45	45							49	
226	38	104	84				122	86	18		
233	35	104	84				122	86	16		
3	3							3			
298	47	156	95				151	142	5		
298	47	156	95				151	142	5		
425	27	109	232	57			168	213	33	11	
411	18	104	232	57			167	206	28	10	
61	1	5					1	1	4	1	
81	8							6			
929	82	293	219	335			148	698	20	58	5
845	31	260	219	335			139	685	11	10	
64	38	26					4	5	7	44	4
12	5	7						7	2	2	1
8	8						6	1	2		
298	104	153	41				31	102	93	70	2
254	77	136	41				24	96	81	51	2
7	7						3	2	2		
37	20	17					4	6	10	17	
1,400	171	608	194	427			469	748	153	27	3
1,331	138	574	194	427			430	745	141	12	3
33	8	25					18	7	7	8	
34	25	9					20	3	5	6	
2	2						1			1	
102,661	10,406	20,855	13,660	18,877	7,186	31,677	27,600	49,427	13,328	12,034	272
6		6							6		
6		6							6		
185	31	75	79				30	6	33	111	5
136	1	66	79				26		32	78	
38	19	19					3	6	1	27	1
1	1									1	
10	10						1			5	
45	3	5	37					15	5	25	4
45	5	5	37					15	5	25	

child employed (under 14 years).

Table III.—Statistics of Mercantile Establishments:

In- dustry num- ber.	CITY AND BRANCH OF TRADE.	Places in- spected.	LARGEST NUMBER OF EMPLOYEES IN YEAR.			Total.	Office force.*
			Office help, etc.*	In sales- rooms.	Total.		
NEW YORK CITY—Concluded.							
III. HOTELS AND RESTAURANTS—Concluded.							
4.....	Barbers and bootblacks.....	8	2	18	20	17	2
	Manhattan.....	7	1	18	19	16	1
	Brooklyn.....	1	1	.....	1	1	1
	Total—Group III.....	46	46	269	315	297	46
	Total—New York City.....	8,417	53,348	115,669	169,017	155,761	52,849
ROCHESTER.							
I. OFFICES.							
1.....	Business offices.....	14	597	.....	597	597	597
2.....	Telegraph offices.....	10	737	.....	737	731	731
3.....	Messenger service.....	2	20	.....	20	14	14
	Total—Group I.....	26	1,354	.....	1,354	1,342	1,342
II. STORES.							
1-a.....	Bakeries.....	16	41	35	76	76	41
1-b.....	Groceries and provisions.....	93	131	371	502	496	131
1-c.....	Meats.....	40	60	140	200	199	60
1-d.....	Dairies.....	7	10	16	26	26	10
1-e.....	Confectionery.....	37	24	191	215	209	24
1-f.....	Cigars and tobacco.....	8	9	51	60	60	9
1-g.....	Liquors and mineral waters.....	5	1	57	58	56	1
2-a.....	Men's clothing and furnishings.....	30	320	439	768	768	320
2-b.....	Men's hats and caps.....	34	7	113	120	118	7
2-c.....	Women's clothing and dry goods.....	53	57	379	436	433	57
2-d.....	Millinery.....	15	15	68	83	83	15
2-e.....	Furs and fur goods.....	4	3	30	33	33	3
2-f.....	Boots and shoes.....	23	18	179	197	192	18
3-a.....	Furniture and upholstery.....	18	19	302	321	321	19
3-b.....	Wall paper and hangings.....	4	4	34	38	38	4
3-c.....	China, glass and earthenware.....	5	1	73	74	74	1
3-d.....	Small ware.....	2	.....	56	56	56	.....
4-a.....	Carriages and wagons.....	2	.....	12	12	12	.....
4-b.....	Harness, saddlery, trunks and traveling bags.....	1	.....	15	15	15	.....
4-c.....	Bicycles and automobiles.....	6	14	18	32	32	14
5-a.....	Books and stationery.....	16	17	156	173	173	17
5-b.....	Music and musical instruments.....	10	11	71	82	82	11
5-c.....	Art goods (including photographs).....	6	6	61	67	67	6
6-a.....	Jewelry and silverware.....	19	18	111	129	119	18
6-b.....	Optical goods, cameras and scientific instru- ments.....	12	15	67	82	82	15
6-c.....	Hardware.....	37	138	339	477	477	138
6-d.....	Typewriters, sewing machines, etc.....	14	30	85	115	115	30
6-e.....	Machinery, fire apparatus, safes, etc.....	2	7	11	18	18	7
7-a.....	Drugs and chemicals.....	28	42	232	274	270	42
7-b.....	Paints, oils and glass.....	5	4	30	34	34	4
7-c.....	Coal, wood and lumber.....	3	2	6	8	8	2
8.....	Department stores.....	6	906	3,365	4,271	3,560	852
9-a.....	Rubber goods.....	3	18	24	42	42	18
9-b.....	Leather and fancy leather goods.....	6	.....	38	38	38	.....
9-c.....	Sporting goods.....	2	3	6	9	9	3
9-d.....	Novelties and toys.....	2	.....	5	5	5	.....
9-e.....	Florists.....	15	18	50	68	68	18
9-f.....	Other or not specified.....	25	34	74	108	108	34
	Total—Group II.....	614	2,012	7,310	9,322	8,602	1,958
III. HOTELS AND RESTAURANTS.							
2.....	Restaurants.....	4	.....	13	13	12	.....
4.....	Barbers and bootblacks.....	2	3	1	4	4	3
	Total—Group III.....	6	3	14	17	16	3
	Total—Rochester.....	646	3,369	7,324	10,693	9,960	3,303

\*Including

# REPORT OF BUREAU OF MERCANTILE INSPECTION, 1910. 445

By Cities and Branches of Trades — Concluded.

## NUMBER OF EMPLOYERS AT TIME OF INSPECTION.

## NUMBER OF EMPLOYERS IN SALESDROOMS WHO WORK PER WEEK—

In sales-rooms.	NUMBER OF EMPLOYERS IN SALESDROOMS EMPLOYING—						NUMBER OF EMPLOYERS IN SALESDROOMS WHO WORK PER WEEK—				
	1-4.	5-19.	20-49.	50-199.	200-499.	500+.	51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.	Irregular hours.
15	15									15	
16	16									16	
251	49	86	116				30	21	44	151	5
102,912	10,455	20,941	13,776	18,877	7,186	31,677	27,630	49,448	13,372	12,185	277
35	25	10						5	30		
365	169	172	24				4	151	194	13	3
139	68	71						59	65	15	
16	5	11						12	2		2
185	58	104	23				19	86	79	1	
51	13	38						44	4	3	
55	3	26	26					45	7		3
439	32	87	183	137			3	334	100	2	
111	70	41						102	7		2
376	93	113	170					238	105		33
68	29	39					5	45	18		
30	3	27						30			
174	31	79	64				7	135	18		14
302	15	94	115	78			29	257	16		
34	3	31						34			
73	7	13		53				73			
56	4			52				56			
12		12						12			
15		15						15			
18	10	8						15	3		
156	23	24	29	80				114	42		
71	16	31	24				2	69			
61	9	15	37					59	2		
101	23	78						55	43	3	
67	15	52						55	12		
339	40	148	151				2	329	8		
85	24	41	20					69	16		
11	4	7						11			
228	32	111	32	53			6	153	63	6	
30	14	16						27	3		
6	6						1	5			
2,738				518	804	1,416		2,601	137		
24		24						24			
38	3	35						38			
6	6							4	2		
5	5							2	3		
50	34	16					1	36	13		
74	41	33					3	52	17	2	
6,644	933	1,622	898	971	804	1,416	82	5,451	1,009	45	57
12	5	7					1		6		5
1	1						1				
13	6	7					2		6		5
6,657	939	1,630	898	971	804	1,416	84	5,451	1,015	45	63



**PART III.**

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**BUREAU OF MEDIATION AND  
ARBITRATION.**

**[447]**



# I.

## REPORT OF THE CHIEF MEDIATOR.

HON. JOHN WILLIAMS,

*Commissioner of Labor, Albany, N. Y.*

SIR.— The following is a summary report of the Bureau of Mediation and Arbitration, together with a review of general industrial conditions as reflected by the relations between employer and employed for the fiscal year ending September 30, 1910, including comparative tables between this and previous years.

### COMPARISON OF DISPUTES, 1909-10.

	1909.	1910.
Number of strikes and lockouts.....	176	250
Employees involved—directly.....	52,599	190,603
indirectly.....	14,579	18,319
Aggregate days of working time lost.....	1,081,094	5,783,394

### Number of Disputes.

Principal Cause or Object.	1909.	1910.
Increase in wages.....	84	134
Reduction in wages.....	8	5
Shorter hours.....	5	14
Longer hours.....	1	4
Trade unionism.....	45	41
Particular persons.....	9	18
Working arrangements.....	13	27
Payment of wages.....	2	3
Sympathetic.....	3	4
Miscellaneous.....	6	.....

The year 1910 has been prominent in industrial history for its large number of strikes and lockouts, many of them involving unusually large numbers of employees, and the great loss of working time occasioned thereby. The number of strikes recorded was but little below the record for 1907 and in magnitude they far exceeded those in any other year in the last decade. More than three times as many workmen were engaged in labor disputes and the time lost by them amounted to more than five times the amount lost in 1909. During the year ended September 30, 1910, five and a half million working days were lost by workmen participating in or thrown out of work on account of industrial disputes.

Last year the amount was only 1,061,094 days. In 1903, the year of the great building trades disputes in New York City, the lost time for the year was 4,158,744 days.

Using the number of working days lost as the basis for a comparison of the importance of disputes, because it takes into consideration both the number of employees involved and the duration of a dispute, it is found that disputes were considerably more important as well as more numerous this year than in 1909. The leading dispute was the strike of cloak makers in New York City, which is remarkable both for the unusual number of participants and for the aggregate working days lost, as it involved 70,000 employees and lasted eight weeks. This one dispute included more workmen than all the disputes of 1909 and was about four times as extensive in time lost by those on strike. Another dispute, that of shirt-waist makers, also in New York City, involved 25,000 employees and a loss of 664,484 days. Six other disputes of this year are measured by a loss of more than 100,000 days each, whereas last year there were only two as large. Thirty-three disputes altogether are included in a list of those having caused a loss of 10,000 days or more apiece. Last year there were 18. These 33 disputes include 94.4 per cent of the aggregate time lost in all disputes of the year, while the 18 of last year accounted for 81 per cent of the aggregate. The localities affected by the largest disputes were New York City, the International Paper Company's mills in seven cities and villages, Rochester, Buffalo, Schenectady, Syracuse, Jamestown and the lines of the Delaware and Hudson Railroad.

New York City was the scene of twenty-three of the principal disputes and of one-third of all disputes of the year. But the relative importance of the metropolis as a center of industrial disturbances is more clearly shown in the amount of time lost. Ninetenths of the aggregate loss in working days occurred through strikes in New York City.

Among the various divisions of industry the building industry was as usual the most conspicuous for frequency of strikes. Nearly one-third of the year's disputes occurred in construction or repair work, all of which is classed as building. Most of the industry groups show an increase over last year in number of dis-



putes, the largest increases being in the metal, the building and the paper-making industries. The clothing trade was an exception to this rule, having fewer disputes than last year. But in the classification according to workpeople involved and working days lost, the clothing manufactures have headed the list for the last three years and this year are far ahead of the rest owing to the big strikes of clothing workers.

Arranged according to importance in working days lost, the ten principal industries affected by disputes rank in the following order: clothing; building; food, liquors and tobacco; metals and machines; textiles; paper and pulp; leather and rubber goods; transportation and communication; stone and clay; wood manufactures. The most notable increases over last year appear in the textile, paper, clothing, building, and food industries respectively. Two industries show decreases in the importance of disputes, namely, the stone and clay industry and wood manufactures. The printing industry, in which there were no strikes recorded last year, reported three in 1910, but they were quite unimportant.

The added restlessness of the employed classes during a period of industrial prosperity was demonstrated this year by the greater frequency of strikes for certain objects, as follows: advance of wages, reduction of hours, improved working conditions and employment of persons preferred by the working men and women. Strikes for advance of wages, always more numerous than for any other cause, were this year more than for all other causes combined. These strikes resulted more frequently in compromises than in absolute gains for either the employers or the workmen. Trade unionism, although the original cause for fewer strikes than last year, was the main contention of more than half the participants in the entire number. It also entered into many disputes classed under some other cause, the demand for union recognition being often added to the primary object of the strike. Twice as many strikes were recorded this year which had for their object the shortening of hours of labor, the employment or discharge of particular persons or the regulation of working conditions.

Results of disputes show that 90 per cent of the workmen involved were either entirely or partly successful. Although the

employers won 40 per cent of the disputes, the number of employees thus defeated was but little more than 10 per cent of the whole number participating in strikes. The conclusion to be drawn is that the disputes won by employers were those involving small numbers of workmen and that the more important disputes were won by the workmen. In fact, the average number of employees to a dispute is less than 200 in strikes won by employers and over 1,000 in those which resulted favorably to the workmen. A large number of compromises were made and principally in those strikes having for their object increase of wages, trade unionism, reduction of hours or changes in working arrangements.

In the settlement of disputes, the method most frequently successful is that of direct negotiations between the parties. About half of the disputes of 1910 were settled in this manner, which is a higher proportion than last year. Those disputes in which the parties refused to negotiate with each other were usually terminated only by the unconditional surrender of the strikers and their return to work on the employers' terms, or by their displacement with new employees, which generally brings a disadvantage to the employers as well as utter defeat for the strikers.

Only three disputes were settled by arbitration, but mediation by outside parties or by representatives of the bureau resulted in settlement of more disputes than last year. One public investigation into the causes of a dispute was made by the State Board of Mediation and Arbitration. This was the strike of paper makers, which was among the six most important strikes of the year and was adjusted through the efforts of the board. The bureau intervened during the year in ninety-two disputes, more than one-third of the entire number. These included nearly all the more important disputes, with frequently two or three separate interventions in a single dispute. Intervention by the state mediators generally took the form of conciliatory methods, the object being to bring the disputants into the way of treating with each other by means of conferences in which both sides should have fair hearing and opportunity for mutual concessions. Three times as many requests for intervention were received this year as in 1909. Several requests were made after the failure of the initial intervention to effect a settlement. The number of settlements re-

sulting from the bureau's efforts was about one-fourth of the number of interventions, which is nearly the same proportion as in 1909 and 1908.

More than one hundred trade or industrial agreements were filed during the year with the bureau. One-quarter of these were comprised in the building trades, nearly as many in the transportation industries and ten or more apiece in the food, clothing and metal trades. Six other industries are represented in the remaining agreements. Fewer of this year's agreements than of last contain a "closed shop" clause or an expression of preference for union employees but more contain an arbitration clause, that is, provision for settlement of disputes by arbitration or some other prescribed method. The latter clause is found in more than half the agreements and in nearly all of those in the transportation trades. Sixty per cent of all the agreements received were entered into at the culmination of peaceful collective bargaining, while the other 40 per cent were signed at the termination of strikes.

## COMPARISON OF INTERVENTIONS, 1909-10.

	1909.	1910.
Number of disputes in which intervention occurred.....	77	92
Total number of interventions, including second and third efforts.....	82	108
Number of requests received for first intervention.....	8	15
Number of requests for second or third intervention.....		11
Number of disputes in which intervention was successful.....	19	22
Number of disputes in which intervention was unsuccessful.....	58	70
Number of interventions before strikes.....	8	9
Whole number of conferences arranged.....	26	38
Number of disputes settled by mediation with parties separately.....	5	2

## LIST OF DISPUTES IN WHICH INTERVENTION OCCURRED.

October 1, 1909-September 30, 1910.

Locality.	Trade involved.	Date of strike.
Albany.....	Electrical workers*.....	May 2, 1910
	Knitters.....	Oct. 1, 1909
	Metal polishers†.....	Mar. 21, 1910
	Molders.....	Jan. 10, 1910
	Motormen and conductors.....	May 27, 1910
	Painters.....	Mar. 18, 1910
	Photo-engravers*.....	Oct. 7, 1909
Buffalo.....	Building laborers.....	May 19, 1910
	Grain elevator employees.....	Oct. 29, 1909
	Pattern makers‡.....	Mar. 30, 1910
	Stationary firemen‡.....	June 14, 1910
	Tailors‡.....	May 27, 1910
Cohoes.....	Shoddy workers.....	May 16, 1910
	Textile workers‡.....	Nov. 19, 1909
D. & H. Railroad.....	Track laborers and foreman†.....	July 2, 1910

See references on p. 455.

LIST OF DISPUTES IN WHICH INTERVENTION OCCURRED — *Continued.*

October 1, 1909–September 30, 1910.

Locality.	Trade involved.	Date of strike.
Elmira.....	Motormen and conductors†§.....	July —, 1910
Hudson Falls.....	Paper bag workers§.....	Aug. 23, 1910
Jamestown.....	Carpenters.....	May 16, 1910
	Sheet metal workers*§.....	May 7, 1910
Lockport.....	Compositors§.....	Dec. 17, 1909
Mt. Vernon and Tuckahoe.....	Carpenters.....	April 1, 1910
New York City.....	Bakers.....	Feb. 18, 1910
	Bakers.....	May 1, 1910
	Boatmen.....	April 2, 1910
	Bricklayers.....	Sept. 26, 1910
	Butchers.....	Oct. 30, 1909
	Butchers.....	Nov. 1, 1909
	Butchers.....	Nov. 12, 1909
	Chauffeurs.....	May 23, 1910
	Cloak makers*.....	July 7, 1910
	Cordage workers.....	April 18, 1910
	Cork cutters.....	May 14, 1910
	Corset makers.....	July 26, 1910
	Dry goods clerks*.....	Oct. 15, 1909
	Foundry laborers.....	May 3, 1910
	Freight handlers.....	May 7, 1910
	Garment makers.....	Jan. 6, 1910
	Glass and brass workers.....	Nov. 10, 1909
	Glasiers§.....	Sept. 19, 1910
	Housesmiths.....	May 25, 1910
	Human hair workers.....	July 7, 1910
	Knee pants makers.....	Jan. 19, 1910
	Longshoremen.....	July 27, 1910
	Masters, mates and pilots.....	April 1, 1910
	Metal polishers.....	July 18, 1910
	Milk wagon drivers*.....	Jan. 13, 1910
	Molders.....	April 27, 1910
	Molders.....	May 2, 1910
	Mosaic workers*.....	Feb. 3, 1910
	Neckwear makers.....	Oct. 2, 1909
	Pants makers.....	Jan. 22, 1910
	Passementerie workers.....	July 26, 1910
	Pie bakers.....	Oct. 10, 1909
	Plumbers' helpers.....	May 2, 1910
	Pressmen.....	May 26, 1910
	Raincoat makers.....	July 7, 1910
	Sheet metal workers.....	July 18, 1910
	Shirt waist makers.....	Sept. 27, 1909
	Shirt waist makers†.....	Nov. 22, 1909
	Shirt waist makers.....	May 13, 1910
	Steamfitters†.....	Jan. 3, 1910
	Sugar weighers§.....	June 30, 1910
	Sugar refinery employees.....	Mar. 28, 1910
	Sugar refinery employees.....	July 7, 1910
	Sugar refinery employees.....	July 22, 1910
	Suit case makers*.....	Mar. 1, 1910
	Tinware makers.....	Sept. 5, 1910
	Track laborers.....	May 6, 1910
	Trunk makers.....	April 3, 1910
	White goods makers.....	Oct. 28, 1909
	Window cleaners.....	Nov. 22, 1909
New York State towns (7).....	Paper and pulp workers.....	Mar. 6, 1910
Plattsburg.....	Machinists and others§.....	July 19, 1910
Port Chester.....	Molders.....	Aug. 23, 1910

See references on p. 455.

LIST OF DISPUTES IN WHICH INTERVENTION OCCURRED — *Concluded.*

October 1, 1909–September 30, 1910.

Locality.	Trade involved.	Date of strike.
Rochester.....	Machinists.....	April 11, 1910
	Shoe cutters*.....	Jan. 7, 1910
	Street and sewer laborers†.....	June 6, 1910
Roslyn, L. I.....	Laborers.....	Dec. 1, 1909
Saratoga Springs.....	Silk weavers and cutters.....	Oct. 6, 1909
Schenectady.....	Electrical workers‡.....	June 1, 1910
	Foundry employees.....	Nov. 12, 1909
	Molders' helpers.....	May 2, 1910
	Painters*.....	April 1, 1910
	Garment workers.....	June 1, 1910
Syracuse.....	Coal handlers.....	April 1, 1910
	Molders.....	July 21, 1910
Troy and vicinity.....	Painters.....	April 1, 1910
Utica.....	Building laborers.....	May 2, 1910
Westchester Co.....	Stationary engineers.....	May 7, 1910
Yonkers.....	Hod carriers.....	June 9, 1910
	Machinists and others.....	June 6, 1910
	Motormen and conductors.....	June 15, 1910

It seems to me the foregoing record is a fearful indication of present lack of method or system in dealing with the subject of proper adjustment or prevention of disputes between employer and employed; that both the percentage and amount of lost industrial effort and energy is very nearly wanton waste and surely an exorbitant price to pay for a temporary truce, because we cannot justly call it more than that unless there be some evidence of change in either method or disposition or both. I regret to say that my observation during the past year has been that there has been very little of either in evidence in the industries most largely affected by the year's disputes. In nearly every instance in the larger disputes, arbitrary methods marked the inauguration and very often the conduct of the strike. It is only fair to say that usually each of the parties at direct interest were remiss in this respect. This was particularly true in the clothing disputes where each side set up the contention that their proposition was in fact an ultimatum. In other words, strikes were ordered before demands were presented on the part of employees; when they were presented, the employers often refused to deal with committees, because they represented a union; some employers refused to permit their employees to hold membership in a union; some unions

\* Two interventions.

† Three interventions.

‡ Threatened strikes.

§ Request for intervention received.

refused to work unless the employer virtually compelled all of the employees to join a certain union. Very few of those contentions have been permanently disposed of, and only await a reawakening of sentiment or recovery of sufficient vitality and resources to renew the struggle.

It seems to me that this could and should be avoided, and I cannot let this occasion pass (as it will be the last opportunity to officially comment on this subject) without calling most careful and searching attention and scrutiny to the year's experience in the great steam railroad industry, with special reference to methods and results.

There is not sufficient space for even a comprehensive summary in this report but suffice it to say that, in no year in the history of our country have the railroad train service employees succeeded in securing such large increases in wages and material betterment of working conditions as in the year covered by this report, and at no time in the history of our railroads have the general relations between the railroad managements and their employees been more harmonious and satisfactory to each other than the present.

The increase in wages and betterment in working conditions were not only not granted voluntarily but were the subject of conference and contention for the greater part of the year, and in nearly every case the final adjustment was the result of an arbitration award.

Inasmuch as this particular industrial movement was interstate or almost nation-wide, I earnestly recommend that yourself and other commissioners of labor urge the Federal Department to provide a comprehensive history of it, for the educational value it will have to those who have not yet realized the wisdom of applying reason before resorting to force, or who do not yet understand that a fair contention does not lose its potency through publicity or discussion. The movement inaugurated last year, having for its object co-operation and the promotion of uniform methods between the separate states and the Federal Department dealing with the subject of labor disputes, seems to be at a standstill. I very much regret this condition and recommend that every reasonable effort be made to revive interest in this subject, which seems to me to be more necessary with each succeeding year.

As you know, this report terminates my connection with this service. Therefore, I am leaving recommendations relating directly to the bureau to my successor, only taking the liberty to say that, compared with other years, I believe this has been a year of progress, and compared with other states, we are justified in the statement that the efforts and achievements of this bureau toward industrial peace were second to none, and it is only justice to add that whatever success we have had in improving the efficiency or increasing the volume of our work has been due to the character, loyalty and capacity of the bureau staff, together with your hearty co-operation.

Respectfully submitted,

(Signed) JOHN LUNDRIGAN,

*Second Deputy Commissioner and Chief Mediator.*

**SUMMARY OF INTERVENTIONS.**  
(A) INITIATIVE, AND TIME RELATIVE TO STOPPAGE OF WORK.

PERIOD.	Number of disputes in which there was intervention.	NUMBER OF CASES IN WHICH BUREAU ACTED —					NUMBER OF INTERVENTIONS.		
		On its own initiative.	UPON REQUEST —				BEFORE STOPPAGE OF WORK.		After strike or lockout.
			From employers.	From work-people.	From both parties.	Total.	Not followed by strike or lockout.	Followed by strike or lockout.	
June-Dec., 1886.	7	5	.....	1	1	2	1	.....	6
Jan.-Oct., 1887.	14	7	4	3	.....	7	.....	1	13
	1888.	17	13	2	2	.....	4	1	15
	1889.	16	11	2	1	5	2	3	11
	1890.	17	10	1	5	1	7	.....	17
	1891.	7	4	1	2	.....	3	.....	7
	1892.	11	7	1	3	.....	4	.....	11
Year ended Oct. 31.	1893.	10	9	.....	1	1	.....	2	8
	1894.	18	15	.....	1	2	3	2	16
	1895.	27	22	2	1	2	5	2	24
	1896.	17	16	1	.....	1	1	1	15
	1897.	30	26	.....	3	1	4	4	26
	1898.	19	18	.....	1	1	1	1	18
Nov., 1898-Dec., 1899.	31	25	1	5	.....	6	4	2	25
	1900.	33	28	1	4	.....	5	1	30
Jan.-Sept., 1901.	17	14	1	2	.....	3	.....	1	16
	1902.	32	26	1	5	.....	6	1	31
	1903.	28	22	.....	6	.....	6	.....	28
	1904.	8	7	.....	1	.....	1	.....	8
Year ended Sept. 30.	1905.	10	7	.....	2	1	3	1	9
	1906.	20	17	.....	3	.....	3	1	18
	1907.	54	42	.....	12	.....	12	6	48
	1908.	68	57	2	8	1	11	1	63
	1909.	77	69	1	6	.....	*8	2	69
	1910.	92	77	3	11	.....	*15	1	83

**SUMMARY OF INTERVENTIONS.**  
(B) RESULTS, AND MEANS OF SETTLEMENT.

PERIOD.	Unsuccessful interventions.	SUCCESSFUL INTERVENTIONS.			SETTLEMENTS BY —	
		Without strike or lockout.	After strike or lockout.	Total.	Conciliation.	Arbitration.
June-Dec., 1886.	.....	1	6	7	3	4
Jan.-Oct., 1887.	10	.....	4	4	2	2
	1888.	9	1	7	6	2
	1889.	11	2	3	5	4
	1890.	10	.....	7	6	1
	1891.	6	.....	1	1	.....
	1892.	7	.....	4	3	1
Year ended Oct. 31.	1893.	6	.....	4	4	.....
	1894.	6	2	10	12	2
	1895.	20	2	5	7	2
	1896.	13	1	3	4	.....
	1897.	14	4	12	16	3
	1898.	8	1	10	11	.....
Nov., 1898-Dec., 1899.	14	4	13	17	16	.....
	1900.	21	1	11	12	.....
Jan.-Sept., 1901.	11	.....	6	6	6	.....
	1902.	20	1	11	12	1
	1903.	20	.....	8	8	.....
	1904.	5	.....	3	3	1
Year ended Sept. 30.	1905.	4	1	5	6	1
	1906.	14	1	5	6	.....
	1907.	37	2	15	17	.....
	1908.	52	3	13	16	2
	1909.	58	1	18	19	.....
	1910.	70	.....	22	22	.....

\* One request from an outside party.



## SUMMARY OF INTERVENTIONS.

(C) INTERVENTIONS AND SETTLEMENTS COMPARED WITH TOTAL STRIKES AND LOCKOUTS.

PERIOD.	Total strikes and lockouts reported.	INTERVENTIONS.		SETTLEMENTS.	
		Number.	Per 100 strikes and lockouts.	Number.	Per 100 strikes and lockouts.
June-Dec., 1886	350	7	2.0	7	2.0
Jan.-Oct., 1887	520	14	2.7	4	.8
1888	283	17	6.0	8	2.8
1889	437	16	3.7	5	1.1
1890	822	17	2.1	7	.9
1891	769	7	.9	1	.1
1892	465	11	2.4	4	.9
Year ended Oct. 31. 1893	387	10	2.6	4	1.0
1894	424	18	4.2	12	2.8
1895	362	27	7.5	7	1.9
1896	216	17	7.9	4	1.9
1897	248	30	12.1	16	6.5
1898	280	19	6.8	11	3.9
Nov., 1898-Dec., 1899	299	31	10.4	17	5.7
1900	327	33	10.1	12	3.7
Jan.-Sept., 1901	126	17	13.5	6	4.8
1902	142	32	22.5	12	8.5
1903	202	28	13.9	8	4.0
1904	124	8	6.5	3	2.4
Year ended Sept. 30. 1905	154	10	6.5	6	3.9
1906	245	20	8.2	6	2.4
1907	282	54	19.1	17	6.0
1908	160	68	42.5	16	10.0
1909	176	77	43.8	19	10.8
1910	250	92	36.8	22	8.8

## DETAILED STATEMENT OF INTERVENTIONS BY THE BUREAU OF

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
Albany.....	53 electrical workers		7 May 2: for increase of wages and recognition of union.	.....
Albany (second intervention).	(See above).....	(See above).	(See above).....	Workers...
Albany.....	480 knitters.....		1 Oct. 1: against change in system of work.	.....
Albany.....	8 metal polishers...		1 March 21: for increase of wages..	Workers...
Albany.....	500 motormen and conductors.		1 May 27: against operation of certain cars by members of Rensselaer union instead of by members of Albany union.	.....
Albany.....	105 molders and apprentices.		1 Jan. 10: against employment of too many apprentices.	.....
Albany.....	14 painters.....		1 March 18: for increase of wages..	.....
Albany.....	23 photo-engravers..		3 Oct. 7: for increase of wages, reduction of hours and signed agreement with union.	.....
Albany (second intervention).	(See above).....	(See above).	(See above).....	Workers...
Buffalo.....	1,000 building laborers.		* May 19: for increase of wages and recognition of union.	.....
Buffalo.....	250 grain elevator employees.		* Oct. 29: for new agreement with increase of wages.	.....
Buffalo.....	65 pattern makers..		5 March 30: for increase of wages..	Employers.
Buffalo.....	9 stationary firemen		1 June 14: for increase of wages and recognition of union.	Workers...
Buffalo.....	743 tailors, cutters and others.		2 May 27: against "open shop."....	Workers...
Cohoes.....	76 garment workers.		3 May 16: for increase of wages.....	.....
Cohoes.....	19 textile workers..		1 Nov. 19: for reinstatement of discharged employee and increase of his wages to union scale.	Employers.
Delaware & Hudson R. R.†	1,162 track foremen and laborers.		1 July 2: for increase of wages.....	.....

\* Not reported. † See

## MEDIATION AND ARBITRATION, OCTOBER 1, 1900-SEPTEMBER 30, 1910.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
May 9: conference suggested; employers refused to grant any increase and decided to run open shops. June 7: conference arranged.....		(See second intervention.)  July 6: conference June 7, unsuccessful; later conference resulted in strikers' return to work under old conditions.
Oct. 2: conference proposed; employer refused to confer but at his request Bureau's representative explained new system to strikers. April 6: employer was asked to meet committee of former employees but refused to do so. May 26: intervention before strike; conferences arranged.	Oct. 2: mediation resulted in strikers' return to work under new system.   May 27: conferences resulting in return of strikers to work on company's schedule with agreement as to future distribution of runs.	Not reported.
Jan. 24: employer was asked to meet committee from molders' union but he stated that settlement would have to be made between representatives of national organizations. March 21: conference suggested; employer refused to meet or re-employ men on strike. Oct. 9: conference arranged.....		Jan. 25: compromise settlement made by conference of officers of national organizations.  March 21: wages increased for new hands employed in strikers' places. Conference Oct. 12 unsuccessful. (See second intervention.)
Oct. 26: conference arranged.....	Oct. 27: conference held Oct. 27 resulting in verbal agreement with increase of wages and reduction of hours as demanded.	
June 7: representatives of the parties were interviewed but contractors' association refused to treat with union. Oct. 29: intervention before strike: conference arranged.	Oct. 29: conference held Nov. 3, resulting in satisfactory agreement with increase of wages.	June 9: compromise increase of wages as result of mediation by clergymen with committee from employers' association.
April 16: conference arranged.....	April 16: conference led to further conferences and granting of demands.	
June 20: conferences arranged.....	Aug. 4: conferences resulted in compromise settlement.	
June 8: conference suggested but employers refused to meet union committee and insisted on dealing with employees as individuals. June 2: conference arranged.....		Aug. 13: open shops established strikers returned to work.
Nov. 30: conference arranged.....		July 9: conference June 3, unsuccessful; strikers returned to work. Dec. 24: conference Nov. 30 unsuccessful; dispute submitted to arbitration; discharged employee reinstated and his wages increased. (See third intervention.)
July 1: intervention before strike; arbitration proposed which was acceptable to strikers but not to employers. detailed account on p. 493.		

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
Delaware & Hudson R. R. (second intervention).	(See above).....	(See above).	(See above).....	Workers...
Delaware & Hudson R. R. (third intervention).	(See above).....	(See above).	(See above).....	Workers†..
Elmira (threatened strike).	128 motormen and conductors.		1 July: threatened strike for increase of wages and new agreement.	Workers...
Hudson Falls.....	313 paper bag workers.		1 Aug. 23: for increase of wages....	Workers...
International Paper Company's mills,*	1,763 paper makers and others.		7 March 6: against discharge of an employee; afterward for recognition of union, abolition of Sunday work and increase of wages.	.....
Jamestown.....	147 carpenters.....		15 May 16: for increase of wages....	.....
Jamestown.....	322 sheet metal workers.		1 May 7: for reduction of hours from 10 to 9 per day.	Workers...
Jamestown (second intervention).....	(See above).....	(See above).	(See above).....	Workers...
Lockport.....	8 compositors.....		1 Dec. 17: against discharge of foreman.	Third party.
Mt. Vernon and Tuckahoe.	40 carpenters.....		3 April 1: for increase of wages and signed agreement.	.....
New York City....	37 bakers.....		1 Feb. 18: against employment of a non-union baker.	.....
New York City....	900 bakers.....		226 May 1: for recognition of the union, increase of wages and reduction of hours.	.....
New York City....	750 boatmen.....		5 April 2: for increase of wages and one day of rest per week.	.....
New York City....	25,000 bricklayers and laborers.		91 Aug. 1: against employment of plasterers instead of bricklayers in Newark, N. J.; general lock-out, Sept. 26.	.....
New York City....	600 butchers.....		500 Oct. 30: for increase of wages, weekly payments, reduction of hours and recognition of union.	.....
New York-Brooklyn	87 butchers.....		1 Nov. 1: for signed agreement with union.	.....
New York City....	59 butchers.....		2 Nov. 12: for employment of union members only and to prevent employer from handling "unfair" products.	.....

\* See detailed account on p. 474. † Referred to Bureau

Arbitration, October 1, 1909-September 30, 1910 — Continued.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
July 18: conference arranged.....		Conference July 20 unsuccessful. (See third intervention.)
Aug. 10: conference arranged.....	Aug. 13: conference Aug. 12 resulted in compromise settlement.	
July 26: parties interviewed and conference proposed; employers declined to meet union representatives, claiming that increase offered was satisfactory to employees.		No strike occurred; method of settlement not reported.
Aug. 30: conference arranged.....	Sept. 10: conference Sept. 10 resulted in settlement with compromise increase.	
March 6: conciliation unsuccessful; public investigation held; conference arranged.	May 21: public investigation followed by conference May 19 which resulted in compromise settlement.	
May 17: conference arranged.....		June 11: conference May 18 unsuccessful; later negotiation between employers and union representatives resulted in increase as demanded. (See second intervention.)
May 16: proposals made to employers that 55-hour week be adopted or that Saturday half holiday be established for entire year; conference proposed; all proposals declined.		
June 12: conference between management and strikers proposed; management refused to confer with men on strike.		July 16: compromise agreement whereby hours would be reduced gradually.
Dec. 27: conferences arranged.....	Jan. 10: conference Jan. 2 resulted in settlement restoring conditions which existed previous to dispute.	
April 6: conference arranged.....		April 12: conference April 11 unsuccessful; strikers' places filled with new employees at the advanced wage rate and strikers found employment elsewhere, also at wage scale demanded.
March 14: employer was asked to meet a committee from the union but refused.		April 11: non-union man joined the union and employer signed agreement.
May 2: parties interviewed separately and urged to hold conference; master bakers as individuals and as representatives of associations all refused to meet the strikers.		July 31: dispute never terminated but employers reported all shops full-handed by Aug. 1.
April 4: conference urged but employers refused to confer.		April 17: no settlement with strikers; places filled.
Sept. 26: arbitration of dispute proposed; conference also suggested but parties conferred directly.		Oct. 5: settlement reached in conference of parties.
Nov. 3: conference proposed; parties refused to confer.		Dec. 3: demands granted through direct negotiations of the parties.
Nov. 12: employer was asked to confer with strikers but refused to do so.		Nov. 26: agreement not signed; wages increased for new employees who filled strikers' places.
Nov. 13: employers were asked to meet committee of strikers but refused.		Nov. 15: strike failed; six strikers returned to work; places of others filled.

of Mediation and Arbitration from the Governor's office.

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
New York-Brooklyn	18 chauffeurs.....		1 May 23: lockout because of demand for daily wage rate instead of commissions and for reduction of hours.	.....
New York City*	70,000 cloak makers.	429	July 7: for recognition of union, increase of wages, reduction of hours and better working conditions.	.....
New York City (second intervention).	(See above).....	(See above.)	(See above).....	Both sides†
New York-Brooklyn	1,950 cordage workers.		1 April 18: for increase of wages, reduction of hours and better working conditions.	.....
New York-Brooklyn	12 cork cutters....		1 May 14: against change from day work to piece work.	.....
New York City....	30 corset makers....		1 July 26: to resist firm's demand that employees pay for thread and needles used.	.....
New York City....	110 dry goods clerks.	38	Oct. 15: for reduction of hours, recognition of union and signed agreement.	.....
New York City (second intervention).	(See above).....	(See above.)	(See above).....	.....
New York-Queens..	22 foundry laborers.		1 May 3: for increase of wages.....	.....
New York-Brooklyn	70 freight handlers..		1 May 7: for increase of wages.....	.....
New York City....	500 glass and brass workers.	17	Nov. 10: for reduction of hours and signed agreement with union.	.....
New York City....	475 glaziers.....	30	Sept. 19: for recognition of union and increase of wages.	Workers...
New York-Brooklyn	50 housesmiths.....		1 May 25: for employment of housesmiths instead of sheet metal workers.	.....
New York City....	30 human hair workers.		1 July 7: against discharge of two union members.	.....
New York City....	2,600 knee pants makers.	110	Jan. 19: for increase of wages and signed agreement with union.	.....
New York City....	75 ladies' garment makers.		1 Jan. 6: against discharge of a union member.	.....
New York City....	50 longshoremen....		1 July 27: for increase of wages and recognition of union.	.....

\* See detailed account on p. 491. † Referred to Bureau

Arbitration, October 1, 1909–September 30, 1910 — Continued.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
June 2: parties interviewed and conference proposed; employer stated that all places had been filled and refused to re-employ old hands.		May 23: no settlement with strikers; places filled.
July 7: parties interviewed and letters sent, recommending conference of committees from both sides; informal conference July 17, unsuccessful.		(See second intervention.)
Aug. 26: ascertained that conference was in progress; tentative agreement was rejected by strikers.		Sept. 10: agreement reached in conference of parties Sept. 2, resulting in recognition of union and granting of other demands.
April 22: officers of company were urged to meet committee of strikers in conference but they refused to confer.		July 9: no settlement with strikers; places filled by July 9.
May 25: conference proposed but employer stated that new hands had been employed and he would not re-employ any of the strikers.		May 25: no settlement with strikers; places filled.
Aug. 10: employer was asked to meet committee of strikers; he refused as places had been filled.		Aug. 3: no settlement with strikers; places filled.
Oct. 18: conference arranged.		Conference Nov. 4, unsuccessful. (See second intervention.)
Dec. 8: conference arranged.		Dec. 12: conference unsuccessful; demands granted by 22 firms employing 70 clerks; strike failed in other cases.
May 9: conference arranged.	May 10: conference May 10 resulted in compromise increase and settlement of strike.	
May 10: employer was asked to meet committee of former employees; he refused, claiming that places had been filled.		May 9: no settlement with strikers; places filled with new hands.
Nov. 15: both parties were urged to meet in conference; strikers were willing but employers' association refused.		Nov. 22: strikers returned to work under old conditions.
Sept. 15: intervention before strike; employer was asked to hold conference with union representative but refused.		(Second intervention, Nov. 1; mediation resulting in strikers' return to work Nov. 28 on terms offered by employers).
June 7: conference arranged.		July 6: conference June 16 unsuccessful; strikers returned to work by order of national president of union.
Aug. 17: conference arranged.		Aug. 6: conference Aug. 20 unsuccessful as employer refused union's demand that all former employees be reinstated; places had been filled with new hands.
Jan. 19: representatives of both parties were asked to meet in conference; letters sent with same suggestion, but negotiations were already in progress.		Feb. 7: demands granted by all but one firm; negotiations between contractors and union.
Jan. 19: conferences arranged.		Feb. 1: conferences Jan. 20 and 22 unsuccessful; six strikers returned to work and places of others were filled by Feb. 1.
Aug. 2: employer was asked to confer with union representative; he refused, saying that strike was ended.		July 27: no settlement with strikers; places filled with new hands.

of Mediation and Arbitration from the Governor's office.

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
New York City....	91 masters, mates and pilots.	4	April 1: for reduction of hours and increase of wages.	.....
New York City....	9 metal polishers...	1	July 18: for increase of wages.	.....
New York City....	72 milk wagon drivers.	1	Jan. 13: lockout to resist demand for increase of wages.	.....
New York City (second intervention)	(See above).....	(See above.)	(See above).....	Workers...
New York-Brooklyn	110 molders.....	1	April 27: for increase of wages.	.....
New York-Brooklyn	142 molders, core-makers and chip-pers.	1	May 2: for increase of wages.	.....
New York City....	550 mosaic workers.	15	Feb. 3: for increase of wages.	.....
New York City (second intervention).	(See above).....	(See above.)	(See above).....	Workers...
New York City....	3,000 neckwear makers.	92	Oct. 2: for recognition of union and better working conditions.	.....
New York City....	8,000 pants makers.	250	Jan. 22: for increase of wages and signed agreement.	.....
New York City....	124 passementerie workers.	8	July 26: against open shop and against longer hours.	.....
New York City....	225 pie bakers.....	5	Oct. 10: for increase of wages.	.....
New York City....	1,200 plumbers' helpers.	420	May 2: for increase of wages.	.....
New York-Brooklyn	22 pressmen, engravers and others	1	May 26: against employment of union members who refused to obey union rules.	.....
New York City....	896 raincoat makers.	22	July 7: for signed agreement, regulation of prices and working conditions.	.....
New York City....	1,700 sheet metal workers.	*	July 18: for employment of sheet metal workers instead of carpenters for certain work.	.....
New York City....	120 shirt waist makers.	1	Sept. 27, 1900: lockout supposed to be on account of employees' joining union.	.....
New York City†...	22,000 shirt waist makers.	375	Nov. 22: for increase of wages, reduction of hours and recognition of union.	.....

\* Not reported. † See



Arbitration, October 1, 1906-September 30, 1910 — Continued.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
March 30: intervention before strike; arbitration by State Board suggested, conference proposed; employers refused to confer with former employees.		April 17: no settlement with strikers; places filled.
July 21: employer was asked to confer with strikers but refused.		July 19: no settlement with strikers; places filled. (See second intervention.)
Jan. 18: conference proposed but employers refused to treat with former employees.		Jan. 19: no settlement with strikers; places filled.
Jan. 21: employer was again asked to confer with employees and again refused, stating that places had been filled by hiring new help.		
April 30: conference arranged.	June 11: conference June 9 resulting in strikers' return to work under old conditions.	
May 9: conference proposed but neither side was willing to make any concession.		June 30: no settlement with strikers; places filled with new hands. (See second intervention.)
Feb. 19: employers were asked to meet committee of strikers but refused to do so.		
March 7: employer was again asked to confer but refused.		April 16: strikers returned to work under old conditions.
Oct. 4: conference arranged for one firm.	Oct. 9: conference Oct. 8 successful with one firm; direct negotiations between employers and union representatives in other cases; agreement signed.	
Jan. 27: conference proposed; contractors were willing to confer but union declined unless manufacturers were also represented; manufacturers refused to join conference.		Feb. 28: wages increased as result of direct negotiations.
Aug. 17: conference arranged between employers and national union officer.		Oct. 6: conference Aug. 22 unsuccessful; open shop established without change in hours; all but 41 strikers returned to work.
Oct. 11: parties interviewed and urged to meet in conference; employers refused.		Nov. 22: no settlement of dispute; places filled with new hands.
May 2: parties interviewed; conference proposed but employers' association refused to treat with strikers.		May 21: no increase; strikers returned to work or found employment elsewhere.
June 28: employer was asked to meet strikers in conference but refused as their places had been filled.		May 31: no settlement with strikers; places filled.
Aug. 15: conference arranged.		Sept. 8: conferences Aug. 22 and 24 unsuccessful; settlement later through conference of committees; agreement signed.
July 19: conference proposed but refused by both parties.		(Second intervention Nov. 23; conference arranged at which arbitration of dispute was agreed upon.)
Oct. 6: parties were interviewed and employer was asked to confer with employees; he refused, claiming that he did not need their services.		Nov. 9: no settlement with strikers; non-union hands employed.
Nov. 20: intervention before strike; conference proposed but union claimed that settlements were being made and there was no need for conference or arbitration.		(See third intervention.)

detailed account on p. 481.

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
New York City (second intervention).	(See above).....	(See above).	(See above).....	
New York City (third intervention).	(See above).....	(See above).	(See above).....	Workers...
New York City....	150 shirt waist makers.	1	May 13: against discharge of union members.	
New York City....	1,700 steam fitters and helpers.	50	Jan. 3: for increase of wages.....	
New York City (second intervention).	(See above).....	(See above).	(See above).....	
New York City (third intervention).	(See above).....	(See above).	(See above).....	
New York-Brooklyn	800 sugar refinery laborers.	1	March 28: for privilege of leaving premises during lunch time and for increase of wages.	
New York-Brooklyn	16 sugar weighers...	1	June 30: for reinstatement of a discharged employee.	Workers...
New York-Brooklyn	1,638 sugar refinery employees.	1	July 7: against discharge of an employee accused of assaulting foreman.	
New York-Queens...	450 sugar refinery employees.	1	July 22: in sympathy with strike in Brooklyn.	
New York City....	650† suit case makers.	30	March 1: for increase of wages, reduction of hours and recognition of the union.	
New York City (second intervention).	(See above).....	(See above).	(See above).....	
New York City....	700 tinware makers.	18	Sept. 5: for increase of wages, reduction of hours and recognition of union.	
New York City and Yonkers.	1,266 track laborers.	1	May 6: for increase of wages.....	
New York City....	150 trunk makers...	7	April 3: for recognition of union and increase of wages.	

† Original strike March 1 involved 68 employees

Arbitration, October 1, 1906-September 30, 1910 — Continued.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
Dec. 29: letters sent recommending conference to discuss "closed shop" question; union consented to conference but employers refused.		(See third intervention.)
Jan. 10: union's request for arbitration submitted to and declined by employers.		Feb. 28: demands granted by 356 firms through direct negotiations; strike failed in other shops.
May 17: parties interviewed and their consent obtained for conference but employer withdrew.		Aug. 13: strike failed; strikers returned to work.
Jan. 4: employers were asked to meet committee from union but refused because dispute had been referred to the General Arbitration Plan.		(See third intervention.)
Feb. 7: proposal for conference made to both parties and conference held after written request from the union; unsuccessful.		(See third intervention.)
March 8: letters sent to both parties suggesting conference; union consented but employers refused.		May 14: later conference between parties directly interested resulted in settlement; wages to be increased Jan. 1, 1911.
March 30: conferences arranged; mediation with strikers separately.	April 9: conference Mar. 31 and April 4 and 8, finally resulting in compromise agreement.	
June 30: intervention before strike; men were advised not to strike without consulting other unions; conference proposed; unsuccessful.		July 1: strike failed; places filled. (Strike occurred at 4 p. m. and places were filled the following morning.)
July 9: conferences arranged and strikers were advised to return to work.		Aug. 31: conferences July 9 and 12 unsuccessful; 575 strikers returned to work and places of others filled.
Aug. 3: conference arranged.		Aug. 3: conference Aug. 3 unsuccessful; strike failed and strikers returned to work individually.
March 2: conference of parties in original strike proposed but employer after having given his consent withdrew it.		(See second intervention.)
April 5: conference arranged between employers and shop committees in 18 shops.	June 14: conferences June 10-15 resulted in compromise settlements; reduction of hours in all but one shop; no change of wages; union recognised in 12 shops.	
Sept. 9: conferences arranged.		Oct. 8: conferences Sept. 9 and 13 unsuccessful; later conferences between parties directly interested resulted in compromise settlement with recognition of union.
May 10: employer was asked to meet some of the strikers but refused, saying that they were no longer employed by the company.		May 14: strikers returned to work under old conditions.
April 3: parties were interviewed and asked to meet in conference; employer consented but union refused to send committee unless manufacturers would recognise them as representing the union.		June 1: compromise increase of wages; union not recognised; conference of employers with committee from United Hebrew Trades.

in one shop; became general March 30.

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
New York City....	150 white goods makers.		1 Oct. 28: for increase of wages; afterward for recognition of the union.	Workers...
New York City....	325 window cleaners.	85	Nov. 22: for increase of wages and reduction of hours.	.....
Plattsburgh.....	300 machinists, molders and others.	1	July 19: for reduction of hours....	Workers...
Port Chester.....	180 molders and coremakers.	1	Aug. 23: for increase of wages and recognition of union.	.....
Rochester.....	1,200 machinists....	24	April 11: for increase of wages....	.....
Rochester.....	154 shoe cutters....	4	Jan. 7: for recognition of union and increase of wages.	.....
Rochester (second intervention).	(See above).....	(See above).	(See above).....	Workers...
Rochester.....	850 street laborers..	16	June 6: for increase of wages....	Workers...
Roslyn.....	33 laborers.....	1	Dec. 1: against reduction of hours and wages.	.....
Saratoga Springs..	37 silk weavers and cutters.	1	Oct. 6: against reduction of wages	.....
Schenectady.....	16 electrical workers.	6	June 1: for increase of wages....	Employer .
Schenectady.....	300 foundry employees.	1	Nov. 12: for reinstatement of discharged laborer and for discharge of another employee.	.....
Schenectady.....	242 molders' helpers and laborers.	1	May 2: against discharge of a union member and to compel employment of union laborers only.	.....
Schenectady.....	120 painters.....	40	April 1: for increase of wages and Saturday half-holidays.	.....
Schenectady (second intervention).	(See above).....	(See above).	(See above).....	Employers.
Syracuse†.....	1,300 garment workers.	7	June 1: for increase of wages....	.....
Troy.....	350 coal handlers....	40	April 1: for increase of wages....	.....

† See detailed

Arbitration, October 1, 1909-September 30, 1910 — Continued.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
Nov. 16: conferences arranged.....	Nov. 19: conferences Nov. 19 and 20 resulting in increase of wages for all but 30 employees; union recognized.	
Nov. 30: both parties were urged to meet in conference; union consented but employers refused.		Dec. 24: strikers returned to work under old conditions.
July 29: parties interviewed separately.....		July 28: strikers returned to work under old conditions.
Sept. 2: services of State Board offered and conference suggested; direct negotiations were under way.		Sept. 8: negotiations of parties resulted in compromise increase of wages and union recognition.
May 20: one employer interviewed; conference proposed but employer refused to meet or treat with strikers, reporting that strike was about ended.		June 30: strike failed in all but two shops; places filled.
Jan. 20: conference proposed; employers refused to treat with strikers.		(See second intervention.)
July 18: conference proposed by letters to both parties; employers refused to confer, claiming that strikers' places had been filled.		Sept. 30: no settlement made; strikers found employment elsewhere and their places were filled.
June 13: propositions made to contractors' association that conference be held with union or that dispute be referred to arbitration; both declined.		July 9: compromise settlement as result of mediation by a clergyman of city.
Dec. 3: conference proposed but employer refused to meet the strikers.		Dec. 6: strike failed; 20 strikers returned to work.
Oct. 14: conference proposed; employer refused to confer or to recede from his position.		Nov. 6: no settlement made; four strikers returned to work, places of others filled.
Aug. 19: conference proposed but as neither side was willing to make any concessions they agreed that conference would be useless and none was held at that time.		May 20, 1911: compromise settlement resulting from a strike on May 16, other building trades assisting electrical workers to force a settlement.
Nov. 15: parties interviewed and services of Bureau offered.		Nov. 15: direct negotiations of the parties resulted in return of strikers to work.
May 6: conference proposed but refused by employer; strikers were advised to return to work.		May 7: about 60 new hands were employed, other places filled by returning strikers.
April 6: employers were asked to meet committee of strikers; employers stated that if strikers did not return to work at rates offered their places would be filled.		(See second intervention.)
July 20: conferences arranged.....		Dec. 16: conferences July — and Aug. 9 unsuccessful; later conferences of committees resulted in granting of demands, contracts to be finished at old rates up to April 1, 1911.
June 9: conferences arranged.....	June 23: conferences June 14 and 18 resulted in settlement with increase of wages as demanded; agreement signed.	
April 5: conferences arranged; compromise suggested.	April 26: conference April 26 resulted in compromise increase and settlement of strike.	

account on p. 499

## Detailed Statement of Interventions by the Bureau of Mediation and

LOCALITY.	Trade and number directly involved.	Number of establishments.	Date and cause of dispute.	Intervention requested by —
Troy.....	225 molders.....	9	July 21: for increase of wages.....	
Troy.....	180 painters.....	24	April 1: for increase of wages.....	
Utica.....	778 mason tenders.	26	May 2: for increase of wages and recognition of the union.	
Westchester County	73 stationary engineers.	1	May 7: for increase of wages and recognition of union.	
Yonkers.....	250 conductors and motormen.	1	June 15: for increase of wages.....	
Yonkers.....	20 hod carriers.....	1	June 9: to compel employment of hod carriers in place of common laborers.	
Yonkers.....	945 machinists and others.	1	June 8: for increase of wages.....	

## Arbitration, October 1, 1909-September 30, 1910—Concluded.

Date and nature of intervention.	DATE AND METHOD OF TERMINATION OF DISPUTE.	
	Cases in which intervention was successful.	Cases in which intervention was unsuccessful.
Aug. 20: conference arranged.....	Aug. 27: conference Aug. 23 resulting in compromise settlement.	
April 5: conference arranged; letters sent April 15, suggesting compromise, rejected at first by union.		May 3: conference April 6 unsuccessful; later conferences between parties directly interested resulted in compromise settlement.
May 10: conference suggested; strikers were advised to accept increase of wages and waive demand for union recognition.	May 11: mediation resulted in settlement; increase of wages without recognition of union.	
May 18: conferences arranged.....	June 14: conferences June 3 and 14 resulted in compromise increase without union recognition.	
June 14: intervention before strike; parties were interviewed and urged to submit dispute to arbitration; employers refused.		June 23: compromise increase as result of decision by justice of Supreme Court.
June 14: conference arranged.....	June 15: conference June 16 resulted in settlement; hod carriers employed.	
June 6: arrangements made for conference, but international union officer arrived in city and conferred with employer directly.		June 11: compromise settlement through negotiations between employer and union representative.

## **SPECIAL ACCOUNTS OF INTERVENTIONS.**

### **INTERVENTION AND PUBLIC INVESTIGATION IN GENERAL DISPUTE BETWEEN THE INTERNATIONAL PAPER COMPANY AND ITS EMPLOYEES.**

This strike began at the Corinth plant March 6, 1910, for the alleged reason that a certain employee was discharged by the local management without cause and on orders from the general management at New York City. Within the next few days practically all of the plants in New York State were involved, approximately 1,800 men going on strike. According to general press reports, which have been verified to a considerable extent, all of the plants of the International Paper Company, including those in several other states, eventually became involved in the dispute, which increased the number of employees on strike to approximately 3,000, out of a total of about 5,700 employees.

As soon as the initial strike came to the attention of the Bureau of Mediation and Arbitration, efforts to effect conciliation or mediation were inaugurated through visitation to the plant and conferences with the representatives of the workpeople on strike, as well as the local and general management of the corporation involved. Continued efforts covering a period of several weeks, looking toward effecting mediation or conciliation, and suggestions in the direction of arbitration having absolutely failed to accomplish an adjustment, or even to bring about any authoritative discussion between the representatives of the employing corporation and its striking employees, as well as the fact that various public interests, including business men's associations and committees representing combinations of business, social and religious interests, having requested that some further action be taken, it was decided that formal inquiry or investigation, as provided in sections 141, 142 and 143 of the Labor Law, should be undertaken. Upon such decision, official notification was served on all of the parties who seemed to be in a responsible position to represent the interests of the parties involved in the dispute,



advising that formal hearings would be held in the village of Corinth and the city of Glens Falls, the first of which was held at Corinth on May 4th and 5th, and a continuation was had through hearings at Glens Falls on May 6th, 7th and 11th, at which time an adjournment was taken for the purpose of making final determination as to whether or not additional information should be sought in the form of inquiry or investigation and in order that a report and recommendation might be prepared by the Board.

The day after adjournment from Glens Falls, request was made by the national president of the Paper Makers' Union on the chairman of the Board at Albany, that an effort be made to establish negotiations between the officers of the organized men on strike and the general management of the International Paper Company, it being represented to the chairman of the Board that the Commissioner of Labor of the State of Maine was then engaged in arranging for a conference to be held at New York City on the following Saturday. In order to obviate the appearance of interference with the negotiations of other agencies and, at the same time, to render such co-operation as the circumstances might warrant or require, the following telegram was sent to the Commissioner of Labor of the State of Maine:

I am informed on what appears to be reliable authority, that you have arranged, or hope to arrange, a conference between the representatives of the International Paper Company and their striking employees, to be held in New York City on Saturday next. If desired by you, the State Department of New York will be pleased to co-operate. If this is satisfactory, wire me, advising when you will arrive at New York and where you will be located there.

(Signed) JOHN LUNDRIGAN,  
*Chairman, Board of Mediation and Arbitration.*

To this telegram a prompt reply was received as follows:

AUGUSTA, MAINE, May 12, 1910.

HON. JOHN LUNDRIGAN,

*Chairman, State Board of Arbitration, Albany, N. Y.*

You have been misinformed relative to my conferring with International Paper Company at New York, Saturday next.

(Signed) THOMAS J. LYONS,  
*Commissioner of Labor.*

The chairman of the Board explained to the representatives of the employees' organization the information received from the Commissioner of Labor of the State of Maine, but, on their further solicitation, undertook to arrange a conference or opportunity for discussion between the management of the International Paper Company and the representatives of the men on strike, and for this purpose went to New York City and did arrange for a conference between the general management of the International Paper Company and Mr. Snyder, Vice-President of the Paper Makers' Union, at which Mr. Hugh Frayne, General Organizer of the American Federation of Labor, and the chairman of the Board were present. This conference had the effect of promoting a series of meetings and conferences between the management and several of the representatives of its employees, together with the Rev. Father P. J. Donnelly, parish priest of the village of Corinth, and the chairman of the State Board of Mediation and Arbitration, which practically covered a period of seven days and finally developed into a situation where a tentative arrangement was entered into providing that the management would meet with a representative committee of its former employees, together with several officers of various trade unions, which appear later, provided the representatives of the men on strike were clothed with power to effect a settlement if a mutual understanding could be arrived at. A delegation consisting of representatives from all of the plants and most of the departments of the plants of the International Paper Company, convened in New York City on May 19th, and after an exhaustive discussion finally appointed a sub-committee clothed with power to effect a settlement of the existing dispute. As a result of two days of almost constant conference and discussion between this sub-committee and the management, the following conditions as a basis of settlement to terminate the strike, were ratified:

NEW YORK CITY, N. Y., *May 21, 1910.*

CONDITIONS AS A BASIS OF SETTLEMENT TO TERMINATE STRIKE  
IN THE PLANTS OF THE INTERNATIONAL PAPER CO.

FIRST.—IT IS MUTUALLY AGREED that the existing strike be terminated Saturday, May 21, 1910. Men now striking to report for work Monday morning, May 23, 1910.

SECOND.—The immediate return to the three tour system of operation, re-employment of men on strike as fast as positions are available, without discrimination and until all men on strike who wish to return have been reinstated before any new men shall be employed.

THIRD.—The company's rules, as issued under date of January 1, 1907, covering the three tour system, overtime, Sunday work, etc., are reaffirmed and will remain in effect.

FOURTH.—The company shall at all times recognize duly accredited committees on all grievance or grievances in connection with the various departments.

FIFTH.—The International Standard Schedule (involving an increase of approximately 5 per cent) will be put into effect August 1, 1910.

SIXTH.—Grievances which cannot be settled locally shall be settled with the company's New York managers, in conference or by arbitration, when necessary.

SEVENTH.—Paper machines will run six days of twenty-four (24) hours each weekly and pulp mills six and one-half days when their output is required to maintain a continuous six-day schedule for paper machines.

Signed for —

International Paper Company,

A. N. BURBANK, *President.*

W. A. WHITCOMB, *Vice-President.*

G. F. UNDERWOOD, *Vice-President.*

International Brotherhood of Paper Makers,

GEO. J. SCHNEIDER, *Vice-President.*

JOHN A. MURRAY, *Delegate.*

International Brotherhood of Pulp, Sulphite and

Paper Mill Workers,

JOHN CONNOLLY, *Delegate.*

International Association of Machinists,

J. G. KEPPLER, *Vice-President.*

International Association of Steam Fitters and Helpers,

M. F. GARRETT, *General Organizer.*

International Steam Engineers,

THOMAS BAGLEY, *Business Agent.*

International Brotherhood of Electrical Workers,

CHARLES DUBOUE, *Special Delegate.*

American Federation of Labor,

HUGH FRAYNE, *General Organizer.*

Board of Mediation and Arbitration, State of New York,

JOHN LUNDREGAN, *Chairman.*

Witnesses:

REV. P. J. DONNELLY,

T. J. BRESNIHAN.

This had the effect of terminating the strike and, within the next few days, all of the plants affected by the strike had resumed normal operation and practically all of the men who had been engaged in the strike had returned to their former employment.

In view of this situation and the fact that, at best, the nearly one thousand folios of testimony taken during the several hearings incident to the investigation developed nothing of so much moment or importance as the fact that during a period of nearly two years there seemed to be what might be termed a series of more or less important and continued misunderstandings between the management and its employees, and in some instances between the employees themselves, we do not deem it either wise or necessary, or believe that any useful purpose can be served, by what might be termed a critical analysis of the information adduced at the hearings.

It seems advisable, however, to point out certain conditions or situations which seemed to operate as special irritants. For instance, for several years previous to this strike the International Paper Company dealt in whole or in part with its employees through the medium of mutual bargaining or trade agreements, first with the Paper Makers' Union and later with both the Paper Makers' Union and the Pulp, Sulphite and Paper Mill Workers' Union which had been formed by secession from the Paper Makers' Union. During upward of three years there had been an almost constant clash or contest as to jurisdiction of those two unions, which had become so bitter that during the strike of the Paper Makers' Union in 1908 the Pulp, Sulphite and Paper Mill Workers' Union actually assisted the employers in filling the places of the strikers, with the result that the strike was a failure. Thereupon the employing corporation executed a new trade agreement with the Pulp Makers' Union but refused to recognize or treat with the Paper Makers' Union, which practically gave the first named organization jurisdiction over the entire paper making operation. At this time the company adopted the policy of requiring certain of its employees who, they claim, had been active in agitation which they deemed to be contrary to the interests of the employers, to sign a certain stipulation or contract to the effect that they would not become identi-

fied with labor unions while in the employ of the company, and as before stated, had practically abolished the medium of mutual bargaining or delegated representation so far as the Paper Makers' Union was concerned.

During 1909 the two unions heretofore mentioned entered into a joint agreement providing for unison of effort and action between each other. The International Paper Company evidently considered this sufficient cause to abrogate the then existing working agreement with the Pulp, Sulphite and Paper Mill Workers, as they took such action in September, 1909. This, in effect, wiped out the principle and practice of trade union agreements in their plants except in the case of the stationary firemen. It also led up to many complications and misunderstandings as to the attitude and policy of the company as interpreted by local superintendents, some of them meeting and treating with committees from the union, others dealing only with the employees directly concerned. An added irritant was the contention of employees that the application of discipline was to some extent taken from the local superintendent and administered from the general office, and oftentimes without proper opportunity to present defense.

It was also demonstrated that there was general and serious dissatisfaction on the part of the employees to the extension of Sunday work, which had obtained to a considerable extent since the 1908 strike; added to this was the fear or contention that the company was gradually eliminating the three-four or eight-hour system and intended to return to the two-four system. There did not seem to be any substantial foundation for this contention, however. Interwoven with the various contentions and allegations heretofore referred to was a series of what might be termed personal animosities, engendered by the long period of industrial warfare between the company and some of its employees, and the contentions between the employees' organizations as well. There is no question but that many if not all of them were clarified and most of them eliminated, through this investigation. We believe, and we know so far as the Board is concerned, that our main object was to secure a mutually satisfactory adjustment of the dispute. We are satisfied that that has been

accomplished. We believe we have demonstrated the practical value of public inquiry or investigation of labor disputes, and we recommend the enlargement of this principle and practice in the treatment of serious labor disputes and especially those in which the public interest is seriously involved or affected.

We also reiterate the recommendation made in several of our reports, that all large employers of labor should provide within their executive and administrative agencies for competent and responsible supervision of the labor or industrial feature of their business, by designating an executive head of a department or bureau whose first or principal duty would be to supervise, investigate and regulate or adjust all ordinary questions or matters of complaint or dispute which might occur as between the employer and employed, and in matters of a general nature or one which involved change of policy, etc., makes suitable recommendation to the executive authority. There is not only just as good reason why such a bureau or department should be provided as that of purchase, sales, manufacture, etc., but in our judgment a much better one for the reason that in most large plants or industries as at present constituted, supervision is specialized and the executive in charge of each department is so completely engrossed with his particular duties that he can only attend to other matters to their neglect; added to that, it is doubtful if even then he is competent to deal with the subject referred to, owing to lack of knowledge or experience outside of his particular department.

This strike covered a period of 76 days and, so far as the seven plants affected in the State of New York are concerned, involved a loss of 140,498 work days to those on strike. Statistical data or information covering this subject for plants outside of the State of New York is not available at this time.

Respectfully submitted,

(Signed) JOHN LUNDRIGAN, *Chairman*,  
P. J. DOWNEY,  
M. J. REAGAN,

*Board of Mediation and Arbitration.*

## INTERVENTION IN SHIRT WAIST MAKERS' STRIKE, NEW YORK CITY.

No dispute in recent years has attracted more attention on the part of the general public than the general strike of shirt waist makers in New York City, which was inaugurated November 22, 1909. Perhaps the question has arisen in the minds of some as to how such a dispute could continue so long, in the face of so much attention on the part of the public, when there was in existence in the Bureau of Mediation and Arbitration a state agency for intervention in just such disputes. In view of such possible queries, the Bureau presents herewith an account of the efforts for a settlement which were made during the dispute to which, as a matter of fact, the Bureau devoted more time and attention than to any other recent dispute.

The actual stoppage of work occurred November 22nd and at once rendered idle approximately 15,000 employees — 4,000 men and 11,000 women. This Bureau intervened on November 20th for the purpose of promoting a conference between the representatives of the manufacturers and the workpeople, with a view to preventing a strike, although, as a matter of fact, there had been during the months of July, August and September four separate strikes in individual establishments, in which the Bureau had intervened and in two of which settlements were effected. On November 22nd, the date of the general strike, representatives of the Bureau were on the scene and personally tendered their services to the representatives of each of the disputants.

The contention of the employers at that time was that no grievance or demands had been presented to them until after the employees had gone on strike, and that they were in ignorance of the contentions of their employees. The officers of the union, on the other hand, claimed that a large number of employers had already signed their general agreement and that many others had expressed a desire and intention to do likewise, which precluded any occasion for interference by the state.

On November 24th a conference between representatives of several employers and representatives of the Bureau at the sub-office of the Department of Labor made it apparent that the employers generally were willing to submit the matters in dispute

to arbitration, but the representatives of the employees maintained as before that the manufacturers were signing the original agreement as rapidly as it could be presented to them, and therefore there was no need of either arbitration or even general conference of the parties. The union claimed that 136 employing manufacturers had signed the agreement during the first week of the strike.

About December 15th a committee, of which Mr. John Mitchell was chairman, undertook conciliation; and after several days and numerous conferences succeeded in securing a proposal which the committee recommended to the representatives of the workpeople for adoption. On December 27th this proposition was rejected by the strikers. On December 29th Mr. Mitchell informed this Bureau of the result of his efforts, and on December 29th the following communication was addressed to the representatives of both parties to the dispute, the replies to which are also reproduced.

#### STATE DEPARTMENT OF LABOR.

##### BUREAU OF MEDIATION AND ARBITRATION.

*December 29, 1909.*

GENTLEMEN.—It is perhaps superfluous to remind you that a serious industrial dispute has existed for some time in the waist making industry of New York City and also unnecessary to call your attention to the fact that varied agencies and efforts have been more or less unsuccessfully applied toward its adjustment. Our information at the present time is that a large percentage of this industry is still seriously interrupted on account of this dispute.

While no specific or direct appeal has been made to this Bureau for either intervention or investigation, there have been many suggestions from various sources that some positive action be taken. It seems to me, assuming that the declarations of the parties who claim to represent the interests involved on both sides of this contention have any responsible foundation, that there is, to say the least, a reasonable possibility of effecting an honorable adjustment of that portion of the dispute which is still unsettled, and to that end I recommend that a conference be held between the representatives of each of the parties directly involved, which shall include representatives of this Bureau, for the purpose of determining whether or not it is possible to reach a mutually satisfactory interpretation of the term "open and closed shop." In order that there be no misunderstanding as to the particular subjects with which this conference should deal I desire it to be understood that my interpretation and understanding of a printed circular letter on what appears to be the official letter head of the Associated Waist and Dress Manufacturers under date of December 19, 1909, is that the members of the



Employers' Association are willing to discuss and determine all questions involved which relate to terms and conditions of employment, compensation, etc., and are willing to recognize the right of their employees to present to them at any and all times, under reasonable restrictions and regulations, any subject of grievance or dispute affecting or relating to their employment, as well as to discuss and mutually agree on the general terms and conditions of such employment.

I am unable at this time to define from any positive or official information the attitude of the employees or their organization as to whether or not they are willing to consider a settlement of the portion of this dispute still existing along the lines indicated in the foregoing. In order that our understanding of the attitude of both interests may be clear and in order that we may intelligently determine whether or not any further action is advisable or necessary on the part of this Bureau, I earnestly request that the authorized representative of each of the parties reply in writing to the suggestions and recommendations contained herein and indicate whether or not they or those they represent are willing to participate in a conference based on the general propositions advanced.

I shall be at the sub-office of the Department of Labor, 114-116 East 28th street, New York City, on Monday next and trust that the information necessary for intelligent action may be available at that time.

Very truly yours,

(Signed) JOHN LUNDRIGAN,  
Chief Mediator.

#### EXECUTIVE OFFICES, ASSOCIATED WAIST AND DRESS MANUFACTURERS,

January 3, 1910.

JOHN LUNDRIGAN, ESQ., *Chief Mediator, Department of Labor, Bureau of Mediation and Arbitration, 114 East 28th St., City:*

DEAR SIR—I am instructed to acknowledge receipt of your favor of the 29th inst. conveying an offer of mediation or arbitration in connection with the recent strike of some of the employees of members of this Association.

We fully appreciate your kind suggestion, but beg to advise you that the proceeding proposed would be wholly futile. Wages, sanitary, and other conditions of employment in the shops of our members are excellent and beyond criticism.

The sole question at issue has been the right of the employers to maintain "open shops," the representatives of the strikers endeavoring to force the members of the Association to adopt "closed" or "union shops," i. e., to employ none but members of the union. The principle involved in this issue we could, under no circumstances, consistently consent to submit to arbitration.

Conferences have been held at the suggestion of persons of prominence in the community, including Mr. John Mitchell, who is recognized as one of the ablest and most highly respected among labor leaders in this country. No grievances of any account were presented. Concessions sought as to

hours of labor and other conditions were granted, and an understanding apparently satisfactory to the representatives of the striking employees was arrived at, but this was subsequently repudiated or rejected by their organization as not including recognition of the "union" principle for which they were contending.

You will thus perceive that there is no question to be arbitrated.

Thanking you for your kind offer, and holding ourselves in readiness to furnish any information in our possession, whenever called upon, we are,

Very respectfully yours,

ASSOCIATED WAIST AND DRESS MANUFACTURERS,

(Signed) GEO. S. LEWY,  
Secretary.

LADIES' WAIST MAKERS' UNION,

(Local 25, I. L. G. W. U.)

January 3, 1910.

JOHN LUNDRIGAN, ESQ., *Chief Mediator*, 114 East 28th St., N. Y.:

DEAR SIR.—Your favor of the 29th ult., came duly to hand, and after careful consideration, our Executive Board has authorized the appointment of a committee to meet with a committee of employers, and with representatives of your department for a conference upon whether or not it is possible to reach a mutual satisfactory interpretation of the term "open and closed shop," and any other cognate questions that may arise during such conferences.

Awaiting your kind advices as to the time and place of such conference, we are,

Yours sincerely,

(Signed) J. GOLDSTEIN,  
*Chief Organizer.*

Arrangements were made for separate conferences of representatives of the Bureau with committees representing each of the organizations engaged in the dispute. The employers' representatives simply reiterated the position outlined in the foregoing reply to our communication, adding that they would be willing to consider any proposition relating to general terms of employment, compensation, etc., which did not involve the question of "closed shop." There seemed to be at least a possibility of arranging a conference of the two parties, and with that object in view, a conference with representatives of the strikers was arranged, to which were also invited several outside parties who had taken an active interest in the dispute and in whom it was to be expected the strike committee would have confidence, including Mrs. O. H. P. Belmont, Miss Anne Morgan, Miss Dreier and Mrs. Eva

McDonald-Valesh. The committee of the strikers failed to appear on January 3d, owing to the illness of the chairman, but was represented on January 4th by Messrs. J. Goldstein and B. Witaskin and Miss Rebecca Rothstein. The whole situation was gone over with the special object of determining whether or not any proposition could be evolved that would meet the employers' position, that is, which would eliminate the discussion of the open or closed shop by substituting therefor the general principle of collective bargaining between the employers and employees still affected by the dispute. The result of the whole discussion was the declaration on the part of the committee of employees that they knew the strikers would not consider any such proposition and that the committee would not recommend it.

The next and final effort toward adjustment began on January 10th in the form of a request for arbitration from the strikers' side. The facts regarding this effort and its results are fully revealed in the following correspondence.

*January 10, 1910.*

MY DEAR SIR.—I am requested by resolution of the executive board of the Ladies' Waist Makers' Union of this city, of which I am the attorney, adopted at its meeting on the 8th inst., to invite through your office an arbitration of the disputes now pending between the union and the employers belonging to the Associated Waist and Dress Manufacturers, such arbitration to be conducted under the provisions of law relating thereto.

Will you kindly advise the proper parties and notify me at my office, No. 141 Broadway, New York? The union is prepared at any time to name its representative to take part in such arbitration.

Sincerely yours,

(Signed) MILES M. DAWSON.

TO HON. JOHN WILLIAMS, *Commissioner of Labor, Albany, N. Y.*

*January 11, 1910.*

MILES M. DAWSON, ESQ., 141 *Broadway, New York City:*

DEAR SIR.—Your letter of the 10th instant, invoking the aid of this Department in an effort to end the existing disputes between the Ladies' Waist Makers' Union of New York City and the Associated Waist and Dress Manufacturers of said city, is received.

I assume from the contents of your communication that the course contemplated by the union in whose behalf you write, is that which is provided for in sections 146, 147 and 148 of the Labor Law, and that your wish is that

the proposition of the union to arbitrate the disputed questions under legal regulations should be presented to the Associated Waist and Dress Manufacturers through this Department. This I shall do to-day. And if the said Associated Waist and Dress Manufacturers accept the proposal, the duty of arranging for preliminaries will be cheerfully undertaken by our Bureau of Mediation and Arbitration; and for that purpose I would respectfully ask that you advise me as to the name and address of the person selected to represent the union on the proposed board of local arbitrators.

Yours very truly,

(Signed) JOHN WILLIAMS,  
*Commissioner.*

*January 11, 1910.*

ASSOCIATED WAIST AND DRESS MANUFACTURERS OF NEW YORK, *Hoffman House, New York City:*

GENTLEMEN.—This Department is in receipt of a communication from Mr. M. M. Dawson, representing the Ladies' Waist Makers' Union of New York, advising that through its executive board the said union has decided to invite "arbitration of the disputes now pending" between it and the employers belonging to the Associated Waist and Dress Manufacturers. It is proposed that arbitration shall be conducted under the provisions of the Labor Law, sections 146, 147 and 148. The union is prepared at any time to name its representative to take part in such arbitration.

If the proposed plan of arbitration as laid down in the law above mentioned is agreeable to your Association, will you kindly advise me and furnish the name and address of the person who is selected to represent your body? Upon receipt of such information, our Bureau of Mediation and Arbitration will cheerfully undertake the preliminaries necessary to a perfection of the organization of the proposed local board of arbitrators.

Yours very truly,  
(Signed) JOHN WILLIAMS,  
*Commissioner.*

*January 11, 1910.*

BOARD OF MEDIATION AND ARBITRATION, *care of Commissioner of Labor, Albany, N. Y.:*

GENTLEMEN.—Confirming my letter of the 10th inst. to the Commissioner of Labor, I beg to make the offer to submit for arbitration by a Board of Arbitrators under the provisions of article 10 of the Labor Law and particularly of section 146 thereof, the following grievances and disputes by and between the members of the Ladies' Waist Makers Union of the City of New York and the employers who belong to the Associated Waist and Dress Manufacturers of the City of New York.

First. As to the hours of labor which shall constitute a week's work.

Second. As to the number of hours of overtime per diem in an emergency.

Third. As to whether the respective shops shall be confined to employing members of the union or not.

Fourth. In case the shops are not to be confined to the employment of members of the union as to whether discrimination shall be practiced in hiring or discharging employees or in any other way because of their membership or non-membership in the union.

Fifth. Whether or not the striking employees upon returning to work are to be put in their former places and if not in what manner are they assured re-employment and upon what terms.

Sixth. As to whether the employers shall or shall not furnish free of charge, needles, thread and all other appliances, provided the supplies so furnished are to be accounted for and broken parts returned so far as is reasonably possible.

Seventh. As to whether or not during slack times and dull seasons work shall be divided equally among employees so far as is reasonably practicable.

Eighth. As to the number of holidays to be allowed with full pay during each year to those who are working at daily or weekly fixed wages.

Ninth. As to whether employers will confer with representatives of the union as to differences which may arise between themselves and their employees belonging to the union, and which may not be adjusted between themselves and such employees without being referred to the union.

Tenth. Whether wages and prices for work are to be fixed in this arbitration or are to be subject to adjustment in each shop between the employer and his shop employees or by negotiations with the union, or in what manner the same are to be fixed and determined.

Eleventh. As to whether or not the Associated Waist and Dress Manufacturers will receive communications from representatives of the union as to alleged violations of the terms of the arbitration, and will or will not upon such notification take steps to correct such violations as are found to exist.

Twelfth. As to whether the Associated Waist and Dress Manufacturers will, through its representatives, confer as to any differences which may hereafter arise either under the terms of the arbitration or otherwise, between employers belonging thereto and the members of the union employed by them, and which may not have been adjusted between such employers and their union employees or by means of conference of such employers with representatives of the union.

Thirteenth. That whether or not any differences which may arise between the union and the Associated Waist and Dress Manufacturers and which may not upon conference be adjusted, shall be referred to arbitration, and if so, the names of the arbitrators or the method by which they are to be selected.

Fourteenth. In event this submission to arbitration is accepted and approved by the employers belonging to said Associated Waist and Dress Manufacturers, acting through their representatives therein, the Ladies Waist Makers' Union agree upon notice thereof:

(a). To appoint at once an arbitrator under the provisions of section 146 of the Labor Law and to report the name of the same to your Board.

(b). To instruct all members of the union to go back to work and continue to work until such arbitration is completed, upon condition that the wages, prices, hours and other terms fixed by the arbitration are to take effect so far as this is possible, as of the day they go back to work.

(c). To abide the determination of the Board of Arbitration as per the conditions of section 143 of the Labor Law.

I have been instructed and authorized to make this proposal on behalf of the Ladies' Waist Makers' Union by resolution of its Executive Board adopted at a meeting thereof held on the 8th inst. at Clinton Hall, in the Borough of Manhattan, City of New York.

Yours sincerely,  
(Signed) MILES M. DAWSON,  
*Attorney for Ladies' Waist Makers' Union.*

January 12, 1910.

ASSOCIATED WAIST AND DRESS MANUFACTURERS OF NEW YORK, *Hoffman House,*  
*New York City:*

GENTLEMEN.—As per my telegram of this morning, I hand you herewith a statement of the grievances and disputes proposed to be submitted to arbitration by the Ladies' Waist Makers' Union of New York.

Awaiting your decision, I am,

Yours very truly,  
(Signed) JOHN WILLIAMS,  
*Commissioner.*

January 13, 1910.

HON. JOHN WILLIAMS, *Commissioner of Labor, Albany, N. Y.:*

DEAR SIR.—In reply to your letter of 11th inst., I beg to advise that the Ladies Waist Makers' Union has selected Jacob Goldstein as their arbitrator. Mr. Goldstein is the general organizer of the union.

This is in confirmation of my telegram sent to-day.

Yours sincerely,  
(Signed) MILES M. DAWSON,  
*Attorney for Waist Makers' Union.*

EXECUTIVE OFFICES, ASSOCIATED WAIST AND DRESS  
MANUFACTURERS,

January 12, 1910.

MR. JOHN WILLIAMS, *Commissioner, Department of Labor, Albany, N. Y.:*

DEAR SIR.—We are in receipt of your favor of the 11th inst., advising us that you have received a communication from Mr. M. M. Dawson, representing the Ladies' Waist Makers' Union of New York, informing you that the said union has decided to invite "arbitration of the disputes now pending" between it and the employers belonging to the Associated Waist and Dress Manufacturers, and inquiring whether we desire to enter into the arbitration proposed.

Our position is concisely stated in our letter to Mr. John Lundrigan, Chief Mediator of the Department of Labor, under date of the 3d inst., from which we quote as follows:

"The proceeding proposed would be wholly futile. Wages, sanitary, and other conditions of employment in the shops of our members are excellent and beyond criticism.

"The sole question at issue has been the right of the employers to maintain 'open shops,' the representatives of the strikers endeavoring to force the members of the Association to adopt 'closed' or 'union shops,' i. e., to employ none but members of the union. The principle involved in this issue we could, under no circumstances, consistently consent to submit to arbitration.

"Conferences have been held at the suggestion of persons of prominence in the community, including Mr. John Mitchell, who is recognized as one of the ablest and most highly respected among labor leaders in this country. No grievances of any account were presented. Concessions sought as to hours of labor and other conditions were granted, and an understanding apparently satisfactory to the representatives of the striking employees was arrived at, but this was subsequently repudiated or rejected by their organization as not including recognition of the "union" principles for which they were contending.

"You will thus perceive that there is no question to be arbitrated."

All the matters suggested for arbitration in Mr. Dawson's letter were considered and a mutual understanding reached at the conference referred to in our letter from which the above quotation is given; but the settlement thus determined upon was rejected by the said union. The present suggestion for arbitration is clearly not offered in good faith, as the only issue is upon the attempt to force the "closed shop" upon the trade.

We may add that there is no controversy or dispute between members of our Association and their employees. Thousands of employees are working in the shops of our members, are earning good wages, and are perfectly satisfied with all the conditions of employment.

Our members will continue to conduct their factories in accordance with law, with due regard to the comfort and welfare of their employees. They will not submit to dictation from others whether animated by ulterior, selfish motives, or by sentiment based upon misinformation of actual conditions.

Very respectfully yours,

ASSOCIATED WAIST AND DRESS MANUFACTURERS,

(Signed) J. B. HYMAN,  
President.

January 15, 1910.

MILES M. DAWSON, ESQ., 141 Broadway, New York City:

DEAR SIR.—I have to advise that the Associated Waist and Dress Manufacturers, through I. B. Hyman, President, decline to accept the proposition for arbitration of the disputes between the Ladies' Waist Makers' Union and the members of said Association.

Yours very truly,  
(Signed) JOHN WILLIAMS,  
Commissioner.

January 19, 1910.

HON. JOHN WILLIAMS, *Commissioner of Labor, Albany, N. Y.:*

DEAR SIR,—I beg to acknowledge receipt of yours of the 15th inst., stating that the proposition for arbitration between the Ladies' Waist Makers' Union and members of the Associated Waist and Dress Manufacturers is declined.

Regretting that such is the case, I am,

Yours sincerely,

(Signed) MILES M. DAWSON.

This completes the record of efforts in this dispute so far as the Bureau is informed. It appears to be generally conceded that the strike virtually ended February 16th, at which time the union reported less than 2,000 of its members idle and employers reported full working forces.

While the whole number at some time engaged in this strike was approximately 30,000, at no one time were there more than 15,000 idle. Preliminary or partial reports indicate that about 22,000 employees in 356 establishments succeeded in securing all of the conditions demanded, including the establishment of the original closed shop agreement. The employers' association claims to represent 187 establishments with approximately 18,000 employees. The report furnished by them indicates that but 8,000 workpeople employed in shops controlled by the association were on strike. The employers' association reports no change in working conditions or compensation as a result of the strike, while the employees' representatives report improved working conditions and increased compensation in 80 per cent of the establishments where the strike apparently failed, that is, where no trade agreement was signed. The aggregate number of working days which the union reports its members as having lost is 584,984. The figures of the employers' association are not yet available, but if they show the proportion of lost time as the union reports the grand total of time lost will be close to 800,000 days.

The principal obstacle to successful intervention in this dispute was the fact that the employees generally quit their employment before there had been any attempt at negotiation or discussion of their claims or contentions. This of itself, according to the employers, constituted a flagrant breach of loyalty and virtually presented the demands of the employees, that is, their agreement, as an ultimatum, in the formulation of which the employers had



neither been consulted nor considered. On the other hand, it is a matter of general knowledge in this and similar trades or occupations in New York City that on many past occasions the attitude of many employers has been to refuse to consider requests for betterment of working conditions until the workpeople have demonstrated their ability to stop the employers' business. Had not this impression been so positive and pronounced the workpeople might perhaps have presented their proposed trade agreement for mutual discussion before stoppage of work when the possibilities of settlement would have been much greater.

#### INTERVENTION IN CLOAK, SUIT AND SKIRT MAKERS' STRIKE, NEW YORK CITY.

The general strike of employees engaged in the manufacture of ladies' suits, cloaks and skirts, which was inaugurated in New York City on July 7th, had for its purpose the establishment of a new trade agreement providing for complete recognition of the Cloak and Skirt Makers' and the International Ladies' Garment Makers' Unions in all matters affecting employment in this industry. Copies of the agreement, embodying the demands of the unions, were submitted to the manufacturers under date of July 5th. The employers contended, and such contention seems to be well founded, that the proposed agreement had not been discussed between themselves and their employees.

On July 8th the New York office of the Bureau by letter recommended to the president of the manufacturers' association and the chairman of the settlement committee of the unions "that each party to this controversy appoint a conference committee in order that an understanding may be reached and a speedy termination of the trouble brought about." The chairman of the union settlement committee replied on July 10th that "We are at all times ready to meet a committee of our employers who are involved in this controversy at this time, to try to adjust existing differences." No reply having been received from the employers' association, on July 14th the Bureau again formally requested by letter, delivered by messenger, that a committee with executive powers be selected by each of the parties involved and that an early meeting of such committees be called for a general discussion of the questions involved in the dispute with the object of possibly

effecting a settlement. The Bureau further indicated its willingness to arrange for this conference, if desired, and to be "represented therein, if agreeable to each of the participants."

In reply to this communication under date of the 15th the employers' association contended that they had no definite knowledge of the issues involved in the strike, asserted that they had always been ready to adjust the legitimate grievances of any of their employees, and advised the Department to secure from the employees a statement of their grievances. "We stand ready so soon as you can secure a statement of these grievances to participate in conference with you or with any committee representing our employees, with a view to securing an adjustment." In qualification of the above statement, however, the association quoted the following from the signed pledge of each member of their organization: "that he will not join or enter into any agreement whatsoever with any organization which shall directly or indirectly involve the surrender of the control and management of his factory or sub-factories to any set or group of men, whether calling themselves a 'union' or anything else."

In co-operation with others, the Bureau promoted an informal conference between the executive officers of the employers' association and of the unions on July 17th, which terminated with the understanding that the participants would recommend a formal conference the following day. The unions thereupon agreed to the selection of a committee of ten for a conference with a like committee of the employers and through a representative of the Bureau submitted to the employers' association as their bill of complaints and grievances and as the basis of discussion a copy of their original demands. The employers' association refused to participate in a discussion of the points contained in this document, which was characterized as the "*demands of the union*," and formally resolved "that no conference in reference to settling this strike be held with any representative of the employees, until they present in writing a statement of grievances to be discussed at such conference, which statement shall contain a waiver of any demand for the closed shop."

From this point on the Bureau took no further action except to keep informed of the situation until August 26th. On August

25th a communication from Mr. James E. March to Governor Hughes under date of August 19th, was referred to the Commissioner of Labor by the Governor's secretary. The writer of this letter stated that he had made some efforts for a settlement of the strike and that some progress had been made in a conference at his office, and that "at the solicitation of men on both sides of the dispute" he wrote to suggest that the Governor should take the matter up "with the proper board." "Would it not be possible," he asked, "for a man to be sent here who would act as one of a board of arbitrators?" Upon receiving this communication the Bureau immediately took up the question of renewed intervention but ascertained that a conference between the representatives of the employers and workmen was then in session (August 26th) and according to the statements of Mr. March and others interested, with a fair prospect of reaching an adjustment. As a matter of fact, however, this prospect was not immediately realized owing to the rejection by the strikers of a tentative agreement reached at the conference. These facts were reported to the Governor on August 31st and this ended the Bureau's action in the case. Within a week, however, renewed conferences of representatives of the parties brought about an agreement, signed on September 2d, which ended the dispute.

#### INTERVENTION IN TRACK LABORERS' AND FOREMEN'S STRIKE — DELAWARE & HUDSON RAILWAY.

On July 2d, 1,200 trackmen employed by the Delaware & Hudson Railway went on strike, the Company refusing to concede any of the following demands, the wage scale here proposed involving a considerable increase which became the principal issue in the dispute:

Section 1. The following rules and rates of pay will cover the service of maintenance of way employees of the Delaware & Hudson Railway, the same shall hereinafter be referred to as "Employees."

§ 2. Ten hours shall constitute a day's work, except on Saturday, when eight hours shall constitute a day's work. When required to work in excess of those hours or on Sunday, or National holidays, time and one-half will be allowed. The hours to be worked will be between 7 a. m. and 6 p. m. A minimum allowance of three hours will be allowed for any call.

§ 3. Employees will be promoted on their respective superintendent's divisions in order of their seniority, providing they are qualified. A list of all employees will be prepared on each superintendent's division, such list to show the seniority standing of each employee. Men will be advised of any vacancy in the position of foremen, and their applications, if presented within five days after being notified, will be considered.

§ 4. Employees suspended or dismissed who consider they have been unfairly dealt with, shall be granted a fair and impartial hearing within five days of such suspension or dismissal. Should the investigation show the discipline was unjust, the employee shall be reinstated and paid for all lost time.

§ 5. Leave of absence and free transportation will be granted to members of duly appointed committees for the adjustment of matters in dispute between the Company and its employees, so far as is consistent with good service, within ten days after the request for same has been made to the proper official.

§ 6. Foremen when taken from their regular sections to take charge of work on another section shall be paid time and one-half.

§ 7. Employees traveling on orders from the Company before or after regular working hours, shall be allowed straight time.

§ 8. Employees shall be given leave of absence and free transportation four times each year to attend meetings, such leave shall not exceed two days, and then only when consistent with good service, and provided the Company is not put to additional expense.

§ 9. Free transportation will be given to employees and their families in accordance with the current general rules of the Company.

§ 10. Rates of Pay —

Section foremen in first-class yards.....	\$77.50 per month
Section foremen, second-class yards.....	72.50 " "
Section foremen, outside of yard on Pennsylvania Division, between Carbondale and Wilkesbarre.....	67.50 " "
Section foremen on all other sections on all divisions of the Delaware & Hudson Ry.....	65.00 " "
All foremen in charge of extra gangs on all divisions of the Delaware & Hudson Ry.....	82.50 " "

All laborers shall receive 17 cents per hour on the entire system of the Delaware & Hudson Railway. One man on each section will be allowed 18 cents per hour, except on the Carbondale yard where six men will be allowed 18 cents per hour; and eight men on each extra gang will receive 18 cents per hour. One first assistant foreman in Carbondale yard will receive \$72.50; one second assistant foreman will receive \$65.

These rules and rates of pay will become effective....., 1910, and remain in force until either party desiring a change gives the other party thirty days' notice.

Signed on behalf of the Company,

Signed on behalf of the Employees,

Gen'l Chairman.

The day before the strike occurred a representative of the Bureau had intervened and endeavored to arrange a conference. The representatives of the trackmen were willing to meet the Company's representatives before calling a general strike but the Company refused, stating that they had increased the wages of all foremen \$2.50 per month and of trackmen from 14 to 15 cents per hour, that it would be impossible to consider any further increase this year and that the Company would insist on the following terms which they had caused to be sent to all roadmasters in April.

April 23rd, 1910.

Dear Sir:

I wish to advise you that I have been successful in my efforts to obtain an increase for the men in the Track Department, and effective April 15th, I wish you would arrange to put into effect the following schedule:

Foremen in 1st-class yards, \$70.00 per month with overtime.

Foremen in 2nd-class yards, 65.00 to 65.50 per month with overtime.

Foremen in 3rd-class yards, 57.50 to 60.00 per month with overtime.

Road sections, on Penn. Div. between Plymouth and Carbondale, \$60.00 per month with overtime.

All other road sections, including branches, \$55.00 per month with overtime.

There are other places beside the yard sections, which are not distinctly road sections, where special rates will apply, which can be determined on going over the payrolls, based on a general advance over the former rates of wages. These you should take up with me so as to decide the individual cases on their merits, but the above is the general schedule to be observed.

As to the overtime: The understanding is that an allowance will be made on the monthly basis for all Sunday work for foremen. The monthly rate is based upon the actual number of working days in the month and the overtime is to be allowed for Sundays based upon the actual number of working days divided into the established rate per month. No allowance is to be made for overtime under three hours for foremen in connection with the day's work, but when foremen are called after their day's work has been completed, for work at night you should make proper allowance of overtime for such work.

For all track laborers, the rate is to be 15 cents per hour, excepting in the Albany and Schenectady yards, where the rate will be 15½ cents per hour and men are to be paid straight time for the actual number of hours on duty.

Please see that the Roadmasters are advised as to this change when they send in their time for the second half of April.

Yours truly,

.....  
Chief Engineer.

On July 18th, Mr. A. B. Lowe, President of the International Brotherhood of Maintenance-of-Way Employees, requested the Bureau to arrange a conference or interview for him with Mr. Sims, Second Vice-President of the Company. Mr. Sims refused to meet Mr. Lowe, giving as his reason, that he was not an employee of the Company, but stating that the Company, through its proper officer in charge of the track department, would meet a committee of their former employees with a view to adjusting the dispute, and on July 20th a conference was held at the office of Chief Engineer Geo. H. Burgess. The trackmen were represented by Geo. Smith, Philip Altier, C. Koch, James Brown, Fred Harris, Dan Farono and Alfred Blanchard, the Company by Geo. H. Burgess, Chief Engineer, and John A. McGrew, Inspector of Maintenance, and the Bureau of Mediation and Arbitration by P. J. Downey. The Company refused to consider any increase in wages, stating that the rate offered was equal to or greater than that paid by the seven competing roads. At this conference, however, many of the abuses the men complained of were adjusted satisfactorily, and the Company submitted the following proposition as a basis of final settlement: That all men on strike be reinstated in their former positions excepting those then in jail for the destruction of the Company's property; foremen to be paid for all Sunday work and overtime over three hours; overtime to be paid when day's work was completed and they were again called into service; when absent from work caused by sickness or other important occasions, men not to be docked. The strikers' committee refused to accept this proposition and submitted the following: That the committee and the men on strike be reinstated in their former positions, that within two weeks after work was resumed a committee representing the trackmen meet the representatives of the Company to adjust the wage scale and working conditions, and that, failing to agree, all matters in dispute be referred to arbitration, the majority decision or award to be final and binding on all parties. The Company refused to accept this proposition and thus the conference ended.

On August 10th, the Bureau was again called upon to intervene by the following letters:

August 10, 1910.

*The Commissioner of Labor, Albany, N. Y.:*

DEAR SIR.—Governor Hughes directs me to hand you a copy of a letter under date of the 8th instant, which he has received from A. B. Lowe, President of the International Brotherhood of Maintenance-of-Way Employees, for consideration and report by the Bureau of Mediation and Arbitration.

Very truly yours,  
(Signed) GEORGE CURTIS TREADWELL,  
*Secretary to the Governor.*

ALBANY, N. Y., August 8, 1910.

*The Honorable Governor Hughes, State House, Albany, N. Y.:*

DEAR SIR.—I have no doubt Your Excellency is aware that there has been a strike on the D. & H. Ry. of its trackmen since June 30th. The strike was forced upon us by the refusal of the officials of the company to give us a fair working agreement, similar to that which our comrades in the other branches of the service are working under, a fair increase in our rates of pay, and finally, the dismissal of the committee.

Before sanctioning the request of the committee, of which Mr. George Smith, Meadowdale, N. Y., is chairman, to order the suspension of work, I wired him that if the company did not agree to reinstate the dismissed committee without prejudice, and either by conference or arbitration settle the controversy amicably, I would approve of the request to order a suspension of work.

As the committee could not secure a peaceable settlement, they fulfilled the trust committed to them by over 90 per cent of the men in the track department and, as I have said, the strike became effective on June 30th, and is still on and the line swept clean of its former guardians of its tracks and bridges.

I came to Albany at the first trouble, in hope of securing an adjustment of the trouble and through the good offices of Commissioner Downey, of the State Arbitration Board, asked for an interview with General Manager Sims. Refusing to meet me, he agreed the committee would be met and conferences were held without producing any result except granting some concessions of meeting the grievances which the men complained of, but refusing any increase in rates.

I gave the committee a proposal, of which they approved unanimously and left with the officials, providing for the settlement of the controversy which was, briefly, that we would at once call off the strike if the company would agree to meet the committee within two weeks, discuss with them the proposed schedule of rules and rates, and submit to arbitration any points upon which they could not agree, the award of the majority of the arbitrators to be binding upon both parties.

This proposition is still with them and if they can propose anything fairer, either to the company or the employees, we will promptly accept it. I believe this is a perfectly fair method of stopping this conflict and restoring harmony on the line and safety to the men in the engine and train service and to the patrons of the road, the traveling public, and it puts upon the party refusing to arbitrate the responsibility for any loss of life which may result from the continuance of the conflict.

Let me say concerning the reports of the track being tampered with by strikers that no men could view with more abhorrence any attempt to wreck a train than these men on strike, whose life work it is to make travel by rail safe, pleasant and fast, and we have earnestly urged upon our men not only to desist absolutely from any interference with the track or strike breakers, but to use their influence with sympathizers to do the same. I need not tell you that at such a time as this parties with a real or fancied grievance against the railway company may attempt something of the kind that I have alluded to, knowing that they can do so with a certainty of the blame being put upon the strikers, but I believe you will find that our men, most of whom have given years of faithful service to the railway company, are daily employed at other callings and so I disclaim for them any connection with the attempts to wreck trains.

I write to you in the hope that you will use your great influence with the officials to end this controversy in which everybody loses, nobody gains, and the innocent public, the source of both dividends and wages, are the victims, and thanking you in advance for any assistance you can render to them, I am,

Yours very sincerely,

(Signed) A. B. LOWE,

*President.*

On receipt of the above, the Bureau arranged a conference which was held on Friday, August 12th, at the office of George H. Burgess, Chief Engineer of the D. & H. Co. The trackmen were represented by George Smith, B. Altier, A. Blanchard, James Brown, Fred Harris, C. A. Koch, Dan Farono; and the Company by Chief Engineer George H. Burgess and John A. McGrew, Inspector of Maintenance; the Bureau of Mediation and Arbitration by P. J. Downey. The following wage scale and working conditions were agreed upon, with the result that the strike was declared off on the 13th and all the men returned to work on the 15th.

#### 1. Wage Scale.\*

Foreman:	first-class yards.....	\$75.00	per month.
	second-class yards.....	67.50	" "
	third-class yards.....	62.50	" "
	road sections, main line; Penn. Div.....	65.00	" "
	road sections, main line; Nineveh, Susq. and Sa. Divs.....	60.00	" "
	road sections, main line, Champ. Div.....	57.50	" "
	road sections, all branches (exc. Ballston Br.).....	57.50	" "
Extra gang foreman, permanent.....(maximum)		3.00	per day.

Laborers: All day labor is to receive fifteen (15) cents per hour for actual hours worked and one man on each section and certain men on extra gangs,

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\* Here reproduced in condensed form.



the number to be determined later, to receive one (1) cent per hour additional. Ten (10) hours to constitute a day's work, except during December, January and February, when the men will be guaranteed a minimum of nine and one-half (9½) hours, if actually worked.

**Jefferson Divisions:** The D. & H. Company is controlled as to rates paid on the Jefferson Division by the Erie Railroad's scale of wages. Authorization has been received from the Erie to pay foremen five (\$5.00) dollars per month increase over previous rates and the laborers are to receive fifteen (15) cents per hour, an increase of one (1) cent per hour. General conditions governing labor are controlled by the D. & H. Company and of course the general conditions will be the same as arranged for with the committee. General conditions as regards one man on section to receive one (1) cent per hour additional and the guarantee as to nine and one-half (9½) hours' work during the winter time will apply to the Jefferson Division.

No extra work except in cases of necessity or emergency, or where the foremen believe it is necessary. There will be no docking of time except in cases of wilful neglect; foremen will be allowed to attend to emergency business, sickness, or any cases of death in his family without loss in wages.

2. In cases where section foremen are taken to do extra gang work and should be continued in such work for over a couple of days, they will receive the rate given extra gang foremen in that vicinity.

3. There will be no discrimination against any man for his membership in any trade union.

4. Mr. Burgess will meet and treat with any committee representing his employees to adjust any grievances, or individuals who may have a grievance.

5. There shall be no discrimination by him or any of his subordinates against any of the men who went on strike, nor shall he allow the men to discriminate against those who remained at work.

6. Men not arrested for destruction of railroad property shall be reinstated in their old positions, or the next best position in the gift of the company.

7. There will be no change in the rates of wages of common labor below 15 cents an hour before January 1, 1911.

8. There will be no reduction in the rates submitted for section foremen for at least six months.

#### INTERVENTION IN GARMENT WORKERS' STRIKE — SYRACUSE.

On April 1, 1910, District No. 7 of the United Garment Workers of Syracuse made a demand on the Clothing Manufacturers' Association for a 15 per cent increase in wages in the tailoring department, which the manufacturers refused and on June 1st, 900 garment workers went on strike to enforce the demand.

On the 9th, a representative of the Bureau went to Syracuse and upon investigation learned that no conference of the parties had been held. In fact, neither party wished it to be understood that they desired one. In view of this state of affairs and there

being no immediate prospect of settlement, the following request was sent to the secretary of each association:

SYRACUSE, N. Y., June 10, 1910.

To Messrs. Herbert R. Peck, Sec. of the Syracuse Clothing Manufacturers' Association, and Charles A. Yates, Sec. District No. 7, United Garment Workers of America, Syracuse:

GENTLEMEN.—The State Board of Mediation and Arbitration upon investigation learns of an almost complete suspension of operation in the clothing industry caused by a strike between the Clothing Manufacturers' Association and the members of District No. 7, United Garment Workers of America, and after a lapse of nine days neither party to the controversy has made any attempt to adjust the existing difficulty. The Board respectfully suggests, so that industrial peace may again be restored, that a conference be held between committees representing the Clothing Manufacturers' Association and District No. 7, United Garment Workers, believing the results of such a conference may terminate the controversy. Should this suggestion be agreeable to the parties at interest, I would suggest that a conference be held at the Vanderbilt Hotel this afternoon at 3, or at the office of the secretary of the Manufacturers' Association, or at any other time or place agreeable to the parties interested. I would be pleased to co-operate with you and render any assistance in my power in reaching an amicable adjustment. My address while in Syracuse will be the Vanderbilt Hotel; any communications addressed there will reach me.

Hoping for a reply at your earliest convenience, I remain,

Very truly yours,

(Signed) P. J. DOWNEY,  
Asst. Mediator.

To this the following answers were received:

SYRACUSE, N. Y., June 10, 1910.

Mr. P. J. Downey, Vanderbilt Hotel, Syracuse, N. Y.:

DEAR SIR.—Your favor of the 10th as representative of the Department of Labor at Albany is hereby acknowledged, relative to a conference to be held between the representatives of the Clothing Manufacturers' Association and the United Garment Workers.

In reply wish to say that it is the policy of this Association and its different members to confer or consider any matters which are presented to them.

Relative to a conference to be held at 3 o'clock this afternoon, all conferences have previously been held at the office of W. S. Peck & Co. and representatives of this Association will be here at 3 o'clock this afternoon to meet anyone who may wish to confer with them.

We are,

Very respectfully yours,

(Signed) H. R. PECK,  
Sec. Clo. Manufacturers' Assn. of Syracuse.

SYRACUSE, N. Y., June 11, 1910.

*Mr. P. J. Downey, State Board of Arbitration, Albany, N. Y.:*

DEAR SIR.—Your favor of June 10th addressed to the Manufacturers' Association as well as to myself, received. I desire to inform you that the same was laid before the strike committee of District Council No. 7, U. G. W. of A. at a meeting held to-day at 1 P. M.

I am directed by said committee to communicate the fact to you that we are perfectly agreeable to hold a conference with yourself and the Manufacturers' Association as stated in your favor, at such time and place as you may designate. Allow me to suggest that you advise the secretary of the Association and myself as well, by wire or special delivery, if this will be agreeable to you for Monday afternoon. Upon receipt of such information from you I will endeavor to arrange to have the five committeemen selected by the strike committee at the place you appoint.

Trusting that your efforts in relation to peace and harmony in the clothing industry in our city may be successful,

I am,

Very truly yours,

(Signed) CHARLES A. YATES,

*Sec'y District Council No. 7, U. G. W. of A.*

On June 14th, a conference was held at the office of W. S. Peck & Co. The Manufacturers' Association was represented by Rudolph Herzog and W. J. Clark; District No. 7 by Victor Altman, Charles A. Yates, John Moore, Morris Elstein, Samuel Rubenstein and Elizabeth Green; the Bureau by P. J. Downey. The representatives of the manufacturers offered the following proposition: Piece work to be established on twelve operations at a 10 per cent increase in wages for thirty days; those not able to make the standard wage to receive the same for the time mentioned; those earning more than the standard to receive all wages in excess earned, but after the expiration of the thirty days to be paid according to the amount of work produced; those having received no increase in wages since January 1st and receiving \$7.50 per week or less, to receive 50 cents per week increase; those receiving \$8 per week or over to receive \$1 per week increase. The strikers' committee agreed to submit the proposition to their organization for approval. On the 16th, at a general meeting of the garment workers, the proposition was submitted for their consideration and approval but was almost unanimously rejected. But the representatives of District No. 7 were of opinion that if the manufacturers themselves and not their representatives would

meet them, those on strike would have more confidence in any agreement reached, and on the 18th another conference was arranged by the Bureau's representative. Those present were W. H. Woodhull, President; H. R. Peck, Secretary-Treasurer; T. H. Clere, Vice-President; and Messrs. Clark and Herzog representing the Manufacturers' Association; Messrs. Altman, Yates, Moore, Elstein, Rubenstein and Green for District No. 7; and P. J. Downey for the Bureau. The following agreement was reached and accepted by a referendum vote of those on strike:

All people who were receiving \$7.50 and under and have not been advanced since January 1, 1910, to receive \$.50 advance; those receiving \$8, \$9, \$10, \$11 and \$12 to receive one dollar advance; all receiving \$13 and \$14 to receive \$1.25 advance; all receiving \$15, \$16 and up, \$1.50 advance.

Piece work shall be established in any of the tailoring departments as rapidly as it is deemed advisable by any member of the Manufacturers' Association, prices on the operations to be determined by the manufacturer. Should prices so determined not be satisfactory, they shall be adjusted between those effected and the manager or his representatives; failing to reach a satisfactory adjustment, the matter in dispute to be referred to arbitration, all awards to be paid from time operation was protested.

## II.

### STATISTICS OF STRIKES AND LOCKOUTS.

The year ended September 30, 1910, holds the record for the last ten years in point of employees involved and working time lost in strikes and lockouts. The number of disputes increased more than 40 per cent over last year and is the largest for any year in the decade except 1907. The number of participants shows an increase of 260 per cent over last year, and of 90 per cent over the previous record of 100,133 in 1903. It is the working time lost, however, which shows the most remarkable advance over previous years, the increase being 445 per cent over 1909 and 40 per cent over the largest amount in the preceding years, which was 4,158,744 in 1903.

#### STRIKES AND LOCKOUTS IN NEW YORK STATE, 1901-1910.

YEAR ENDED Sept. 30—	Dis- putes.	EMPLOYEES INVOLVED.			WORKING DAYS LOST.		
		Directly.	Indirectly.	Total.	Directly.	Indirectly.	Total.
1901 (9 mos.).....	130	22,205	22,851	45,056	502,166	317,501	820,667
1902.....	138	34,281	3,676	39,957	497,204	70,511	567,715
1903.....	202	100,133	18,258	118,391	3,473,091	685,653	4,158,744
1904.....	124	87,308	51,225	108,533	1,840,554	1,658,907	3,499,461
1905.....	154	52,564	22,053	74,617	922,775	355,221	1,277,996
1906.....	245	56,454	7,252	63,706	1,568,245	100,036	1,668,281
1907.....	282	77,931	13,286	91,217	1,482,923	241,337	1,724,260
1908.....	160	20,090	3,146	23,236	318,928	77,797	396,725
1909.....	176	52,599	14,579	67,178	771,790	289,304	1,061,094
1910.....	250	190,603	16,319	206,922	5,482,581	300,813	5,783,394

#### NUMBER OF DISPUTES.

The following table shows the number of disputes in each industry for the last six years:

INDUSTRY.	1905.	1906.	1907.	1908.	1909.	1910.
1-a Agriculture.....	.....	.....	.....	.....	.....	.....
1-c Fisheries.....	.....	1	1	.....	.....	.....
1. Stone, clay, glass products.....	13	12	5	4	11	13
2. Metals, machines, conveyances.....	26	30	44	10	22	46
3. Wood manufactures.....	7	10	11	7	5	6
4. Leather and rubber goods.....	3	4	8	3	6	12
5. Chemicals, oils, paints, etc.....	.....	2	1	1	.....	.....
6. Paper and pulp.....	1	3	10	3	2	5
7. Printing and paper goods.....	13	10	7	7	.....	3
8. Textiles.....	7	17	26	7	6	13
9. Clothing, millinery, laundering.....	11	22	28	22	36	27
10. Food, liquors, tobacco.....	8	8	17	5	13	15
11. Water, light, power.....	1	2	2	.....	.....	1
12. Building industry.....	53	85	62	64	56	79
13. Transportation, communication.....	9	31	50	22	19	27
14. Trade.....	2	2	2	1	.....	2

INDUSTRY.	1905.	1906.	1907.	1908.	1909.	1910 .
15. Hotels, restaurants, etc.....		4	3	1	.....	.....
16. Professions (theaters).....		2	1	2	.....	1
17. Public employment.....		.....	4	1	.....	.....
Total.....	154	245	282	160	176	250

The most notable increases over 1909 in number of disputes are shown in the metal trades and the building industry, disputes in the former having increased from 22 to 46 and in the latter from 56 to 79. The only decrease was in the clothing industry (from 36 to 27) but that fact does not indicate less disturbance, for the decrease in number of disputes was overbalanced by their greater size and longer duration.

#### EMPLOYEES AFFECTED.

The stone, clay and glass industry is the only one in which fewer employees were affected by strikes and lockouts; in all the others the numbers of disputants were considerably larger than in the previous year. Four industries show larger numbers of employees affected than in any previous year since 1904. These four are: metals, machines and conveyances; clothing, millinery, etc.; food, liquors and tobacco; and the building industry. The clothing industry alone accounted for 130,450 workpeople concerned in disputes, which is 63 per cent of the total in all industries. The total number was three times as large as in 1909, which was in turn about three times as large as in 1908.

INDUSTRY.	EMPLOYEES INVOLVED DIRECTLY OR INDIRECTLY.					
	1905.	1906.	1907.	1908.	1909.	1910.
1-a Agriculture.....	.....	.....	.....	.....	.....	.....
1-c Fisheries.....	.....	80	60	.....	.....	.....
1. Stone, clay, glass products.....	3,483	6,512	398	412	3,906	3,056
2. Metals, machines, conveyances.....	3,181	8,634	9,008	668	4,656	11,584
3. Wood manufactures.....	1,015	533	1,307	353	353	1,122
4. Leather and rubber goods.....	232	632	6,273	81	1,102	2,204
5. Chemicals, oils, paints, etc.....	.....	105	70	20	.....	.....
6. Paper and pulp.....	70	96	1,844	2,654	269	2,431
7. Printing and paper goods.....	1,267	4,207	407	1,371	.....	390
8. Textiles.....	1,487	2,673	8,619	368	248	3,305
9. Clothing, millinery, etc.....	21,625	9,506	20,631	7,158	44,515	130,450
10. Food, liquors, tobacco.....	2,546	1,684	2,732	325	3,105	6,325
11. Water, light, power.....	19	55	109	.....	.....	20
12. Building industry.....	33,766	21,801	11,372	3,887	6,489	41,014
13. Transportation, communication....	5,658	6,365	23,888	5,588	2,445	4,450
14. Trade.....	268	310	145	135	.....	435
15. Hotels, restaurants, etc.....	.....	373	2,400	20	.....	.....
16. Professions (theaters).....	.....	140	266	46	.....	136
17. Public employment.....	.....	.....	1,688	150	.....	.....
Total.....	74,617	63,706	91,217	23,236	67,178	206,922

A classification of disputes according to numbers directly involved shows a much larger percentage of large disputes than last year or 1908. Whereas in 1908, fifty-four per cent and in 1909, forty-one per cent of all disputes involved less than 50 employees, in 1910 those disputes constituted only thirty-six per cent of the total. In 1910, 39 disputes numbered from 500 to 1,000 or more employees directly affected, while in 1909 there were 15 disputes in that class, and in 1908 only 9. Strikes concerning less than 10 employees were not included in this year's statistics.

EMPLOYEES DIRECTLY INVOLVED.	DISPUTES.					
	1910.		1909.		1908.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
1-9.....	1	0.6	1	0.6	1	0.6
10-19.....	28	11.2	18	10.2	39	24.4
20-49.....	62	24.8	53	30.1	47	29.4
50-99.....	48	19.2	39	22.2	31	19.4
100-199.....	40	16.0	24	13.6	21	13.1
200-499.....	33	13.2	26	14.8	12	7.5
500-999.....	19	7.6	5	2.8	3	1.9
1000+.....	20	8.0	10	5.7	6	3.7
Total.....	250	100.0	176	100.0	160	100.0

#### DURATION OF DISPUTES.

A classification of disputes according to duration shows a smaller percentage than usual of those lasting less than a week, also of those lasting less than two weeks, but a much larger proportion of those lasting over two weeks. Nearly 70 per cent of the employees participating in strikes were out eight weeks or longer, and the lost time occasioned by these long continued disputes amounted to 85 per cent of the aggregate.

DURATION.	Number of disputes.	Employees directly concerned.	Total working days lost by those directly concerned.
Under 1 week.....	103	10,592	24,903
1 week and under 2 weeks.....	37	11,121	81,383
2 weeks and under 4 weeks.....	46	18,665	281,290
4 weeks and under 6 weeks.....	19	14,337	297,134
6 weeks and under 8 weeks.....	12	4,399	157,452
8 weeks and under 10 weeks.....	12	96,892	3,252,844
10 weeks and under 15 weeks.....	13	30,019	1,076,668
15 weeks or over.....	8	4,578	310,907
Total.....	250	190,603	5,482,581

## AGGREGATE WORKING DAYS LOST IN DISPUTES.

	1906.	1907.	1908.	1909.	1910.
1-a Agriculture.....	.....	.....	.....	.....	.....
1-c Fisheries.....	1,680	660	.....	.....	.....
1. Stone, clay, glass products.....	100,652	3,238	6,956	31,481	27,453
2. Metals, machines, conveyances.....	160,573	193,824	7,821	81,953	165,428
3. Wood manufactures....	9,820	16,503	7,129	11,065	10,745
4. Leather and rubber goods.....	27,701	121,275	326	80,690	94,947
5. Chemicals, oils, paints..	445	630	20	.....	.....
6. Paper and pulp.....	272	52,182	155,626	3,138	143,040
7. Printing and paper goods.....	611,648	4,266	12,815	.....	6,367
8. Textiles.....	36,352	201,765	6,734	2,302	155,070
9. Clothing, millinery, laundering.....	219,549	283,751	108,534	651,144	4,260,391
10. Food, liquors, tobacco.	23,453	59,709	10,464	60,713	172,938
11. Water, light, power....	820	3,969	.....	.....	40
12. Building industry.....	421,167	186,575	31,998	76,537	655,700
13. Transportation and communication.....	52,044	555,200	42,983	62,071	78,888
14. Trade.....	1,430	535	4,895	.....	12,115
15. Hotels, restaurants, etc.	283	27,800	10	.....	.....
16. Professions (theaters) ..	392	7,182	414	.....	272
17. Public employment....	.....	5,196	.....	.....	.....
Total.....	<u>1,668,281</u>	<u>1,724,260</u>	<u>396,725</u>	<u>1,061,094</u>	<u>5,783,394</u>

The aggregate loss in working days occasioned by strikes and lockouts in 1910 was five times the loss in 1909. Abnormal increases occurred in the paper and the textile trades, in which the losses of 1909 were multiplied by 45 and 67 respectively. The more noticeable increases, however, occurred in the building industry (from 76,537 days in 1909 to 655,700 in 1910) and the clothing industry (from 655,144 to 4,260,391). The time lost in building trades disputes is greater than in any year since 1904, and was produced by several large disputes in New York City (steam fitters, bricklayers, sheet metal workers, etc.), some long-drawn-out strikes in smaller towns, and a large number of less important ones.

The extraordinary amount of time lost in the clothing industry (nearly three-fourths of the aggregate loss) is attributable in large degree to two strikes in New York City which claimed much public attention—the shirtwaist makers' and the cloak makers' strikes of November and July, respectively. These two disputes produced 62 per cent of the total loss of the year.



## PRINCIPAL DISPUTES.

The following table gives a list of the principal disputes of 1910, comprising all of those in which 10,000 or more working days were lost by the employees affected. The number of these is much larger than usual — 33 as compared with 18 in 1909 and 10 in 1908. In 1906 there were 32 and in 1903 there were 34.

INDUSTRY AND PRINCIPAL DISPUTES.		Days lost in principal disputes.	Days lost in entire industry.	Percentage of lost time in principal disputes.
2. Metals, machines and conveyances:				
Jamestown, metal workers.....	18,998	.....	.....	.....
New York City, tinware makers.....	16,200	.....	.....	.....
Rochester, machinists.....	37,560	.....	.....	.....
Schenectady, boilermakers.....	20,091	.....	.....	.....
Total.....	92,849	165,428	56.1	
4. Leather and rubber goods:				
New York City, suit case makers.....	44,600	.....	.....	.....
New York City, shoe makers.....	15,000	.....	.....	.....
Rochester, shoe cutters.....	23,562	.....	.....	.....
Total.....	83,162	94,947	87.6	
6. Paper and pulp:				
New York State towns,* paper makers.....	140,498	143,040	98.2	
8. Textiles:				
New York City, cordage workers.....	136,500	155,070	88.0	
9. Clothing, millinery, laundry:				
Buffalo, tailors.....	47,548	.....	.....	.....
New York City, cloak makers.....	2,940,000	.....	.....	.....
New York City, jacket makers.....	42,925	.....	.....	.....
New York City, knee pants makers.....	41,150	.....	.....	.....
New York City, neckwear makers.....	21,000	.....	.....	.....
New York City, pants makers.....	297,500	.....	.....	.....
New York City, raincoat makers.....	48,384	.....	.....	.....
New York City, shirt waist makers.....	664,484	.....	.....	.....
New York City, shirt waist makers.....	11,850	.....	.....	.....
New York City, tailors.....	82,500	.....	.....	.....
New York City, vest makers.....	14,000	.....	.....	.....
Syracuse, garment workers.....	21,800	.....	.....	.....
Total.....	4,233,139	4,260,391	99.4	
10. Food, liquors and tobacco:				
New York City, bakers.....	55,700	.....	.....	.....
New York City, sugar refinery laborers.....	83,720	.....	.....	.....
Total.....	139,420	172,938	80.6	

\* These towns were Palmer, Glens Falls, Niagara Falls, Ft. Edward, Watertown, Ticonderoga and Piercesfield.

INDUSTRY AND PRINCIPAL DISPUTES.	Days lost in principal disputes.	Days lost in entire industry.	Percentage of lost time in principal disputes.
12. Building industry:			
Buffalo, building laborers.....	18,000	.....	.....
New York City, bricklayers.....	216,100	.....	.....
New York City, glaziers.....	28,500	.....	.....
New York City, mosaic workers.....	34,650	.....	.....
New York City, plumbers' helpers.....	21,600	.....	.....
New York City, sheet metal workers.....	42,347	.....	.....
New York City, steam fitters.....	192,100	.....	.....
Rochester, street laborers.....	24,650	.....	.....
Total.....	<u>577,947</u>	<u>655,700</u>	<u>88.1</u>
13. Transportation and communication:			
D. & H. railroad, track foremen and laborers..	41,832	.....	.....
New York City, boatmen.....	12,000	.....	.....
Total.....	<u>53,832</u>	<u>78,888</u>	<u>68.2</u>
Grand total (33 principal disputes and all industries)...	<u>5,457,347</u>	<u>5,783,394</u>	<u>94.4</u>

The strike of 70,000 cloak makers in New York City caused a loss of 2,940,000 days and is by far the largest dispute in the last decade. Six other disputes produced losses of over 100,000 days each. Named in the order of their importance they are: the shirt waist makers, pants makers, bricklayers and steam fitters, all in New York City, the paper makers in the International Paper Company's mills and cordage workers in New York City.

Ninety-nine and four tenths per cent of the total loss of time in the clothing industry was caused by the 12 disputes in this list; 98.2 per cent of the loss in the paper and pulp industry, by the one dispute listed; and the total loss in the 33 principal disputes amounted to 94.4 per cent of the aggregate for the year's 250 disputes.

#### LOCALITIES CHIEFLY AFFECTED.

Disputes involving as many as 1,000 workers or causing losses of as much as 10,000 working days occurred in 12 different localities as listed below, the seven towns affected in the strike of paper makers being grouped as one. New York City was the seat of almost nine-tenths of the disturbance of industrial relations due to strikes and lockouts.

	Disputes.	EMPLOYEES AFFECTED. WORKING DAYS LOST BY THOSE—				Total.
		Directly.	Indirectly.	Directly concerned.	Indirectly affected.	
New York State.....	250	190,603	16,319	5,482,581	300,813	5,783,394
New York City.....	83	163,704	11,721	4,947,653	246,783	5,194,436
Seven paper mill towns*.....	1	1,763	297	121,469	19,029	140,498
Rochester.....	9	3,093	56	99,614	630	100,244
Buffalo.....	6	2,218	.....	71,976	.....	71,976
D. & H. Railroad.....	1	1,162	.....	41,832	.....	41,832
Schenectady.....	9	2,076	2,360	21,028	15,085	36,113
Syracuse.....	10	2,001	172	26,940	520	27,460
Jamestown.....	2	469	.....	20,762	.....	20,762
Albany.....	9	1,322	475	9,633	6,733	16,366
Yonkers.....	9	2,184	369	12,225	2,559	14,784
Troy.....	3	445	.....	12,945	.....	12,945
Utica.....	7	1,148	22	10,159	75	10,234

## CAUSES OF DISPUTES.

The strikes and lockouts of 1910 are in the table below classified according to the principal cause or object of each:

CAUSES.	Number of disputes.	Employees by those		Working days lost
		involved.	directly concerned.	
Increase of wages.....	134	66,443	1,624,617	
Reduction of wages.....	5	290	1,596	
Reduction of hours.....	14	2,041	40,148	
Longer hours.....	4	307	2,296	
Trade unionism.....	41	110,414	3,544,412	
Employment of particular persons.....	18	4,410	202,359	
Working arrangements.....	27	5,286	60,345	
Payment of wages.....	3	185	285	
Sympathetic.....	4	1,227	6,523	
Total.....	250	190,603	5,482,581	

Strikes for increase of wages comprised more than half the total number, but were exceeded in size and importance by those concerning trade unionism. In fact, the "trade-union" disputes averaged five times as large as those for increase of wages and the time lost aggregated more than twice as much. There were fewer strikes than last year against wage reductions. More strikes occurred for reduction in working hours, but not so many employees were engaged therein as last year.

Twice as many strikes concerning employment of particular persons and for regulation of working conditions were recorded

\* Palmer, Glens Falls, Niagara Falls, Fort Edward, Watertown, Ticonderoga and Pierrefield.

in 1910 as in 1909, and in size and duration they were more than proportionately greater. Three strikes for payment of wages were reported, and four sympathetic strikes.

Although there were 45 disputes concerning unionism last year and only 41 this year, those of 1910 involved twenty times as many workpeople. Two big disputes in this group (those of the cloak makers and the bricklayers) account for 95,000 employees. Fifteen of the disputes were for union recognition, eight for the closed shop and eight for control of certain work by one of two rival unions. The different phases of union disputes are displayed in the following table, with the number of disputes and employees directly concerned in each group:

	Number of disputes.	Employees directly concerned.
Recognition of union.....	15	80,950
Closed shop.....	8	427
Right of organisation.....	1	101
Disputes between rival unions.....	8	27,547
Against discharge of union members.....	5	547
Miscellaneous.....	4	842
<b>Total.....</b>	<b>41</b>	<b>110,414</b>

### RESULTS OF DISPUTES.

The results of disputes according to causes are shown in the following table:

CAUSES.	NUMBER OF DISPUTES —			EMPLOYEES DIRECTLY CONCERNED IN DISPUTES —				
	Won by em- ployers.	Won by Compro- workers.	miscd.	Total.	Won by em- ployers.	Won by Compro- workers.	miscd.	Total.
Increase of wages.....	41	40	53	134	8,855	18,737	38,851	66,443
Reduction of wages.....	4	1	.....	5	170	120	.....	290
Reduction of hours.....	5	5	4	14	1,141	275	625	2,041
Longer hours.....	3	1	.....	4	157	150	.....	307
Trade unionism.....	18	18	5	41	3,310	104,508	2,596	110,414
Employment of par- ticular persons.....	13	4	1	18	2,436	211	1,763	4,410
Working arrangements..	15	8	4	27	2,485	1,296	1,505	5,286
Payment of wages.....	2	1	.....	3	160	25	.....	185
Sympathetic.....	2	2	.....	4	730	497	.....	1,227
<b>Total.....</b>	<b>103</b>	<b>80</b>	<b>67</b>	<b>250</b>	<b>19,444</b>	<b>125,819</b>	<b>45,340</b>	<b>190,603</b>

Of the strikes for wage increases, 41 were won by employers, 40 by the strikers and 53 were compromised or won in part by each side. The proportion of compromises is larger than usual and involved more than half of all participants in wage disputes. Equal numbers of trade-union disputes resulted in favor of employers and workmen and five were compromised. The totals show that 103 disputes were won by employers, 80 by workmen and 67 were won in part by each side, but the actual results are more clearly indicated by the numbers of workmen involved, as follows: 10 per cent of all the employees were defeated, 66 per cent were successful and 24 per cent were partially successful.

#### MODE OF SETTLEMENT.

Eighty-three per cent of all the workmen affected in the year's disputes worked out settlements by negotiating directly or through their authorized representatives with the employers. More than half the disputes (122) were settled in this way. These proportions are higher than usual and seem to indicate an advance in the methods employed by workers and employers to terminate labor disturbances.

MODE OF SETTLEMENT.	Employees affected	
	Number of disputes.	(directly or indirectly.)
Direct negotiation of the parties or their representatives.....	122	171,799
Return to work on employers' terms.....	60	12,021
Displacement of strikers by new employees.....	40	8,596
Mediation by State Bureau, trade board or other party.....	23	13,713
Arbitration by trade board.....	2	235
Arbitration by individuals.....	1	123
Other methods.....	2	435
Total.....	250	206,922

Nineteen disputes were settled by representatives of the State Bureau of Mediation and Arbitration, in fifteen of which conferences of the disputants were arranged and in the other four mediation with the parties separately resulted in settlement. Mediation by other citizens was effective in three cases and arbitration methods in three. Two of the arbitration cases were conducted by permanent boards and one by a single arbitrator chosen by both sides in the dispute.

TABLE I.—DETAILED STATEMENT OF DISPUTES REPORTED

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURATION.	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
I. STONE, CLAY AND									
SOUTH RONDOUT.									
Crushed stone quarry.....	1		58	Laborers.....	44		44	June 6-8....	3
			13	Drillers.....		13	13		
			32	Others.....					
GLENS FALLS.									
Cement works.....	1		400	Cement workers.....	58	10	68	June 23-24..	14
JONES POINT.									
Sand and gravel pits....	1	1	140	Drivers and laborers.....	140		140	May 2.....	4
Chelsea.									
.....	1	1	50	Laborers.....	50		50	May 26- July 9.....	37
Cohoes.....	1		65	Brick makers.....	20	35	55	May 11- June 18.....	34
Dutchess Junction.....	6	6	360	Brick makers.....	360		360	May 30- July 5.....	31
Fishkill.....	8	8	750	Brick makers.....	750		750	May 24- July 6.....	36
Mechanicville.....	4	3	353	Brick makers.....	343		343	April 9.....	1
Roseton.....	3	2	537	Brick makers.....	514		514	May 24.....	1
Utica.....	2		128	Brick makers.....	100	3	103	May 2-7....	6
Verplanck.....	2	2	87	Brick makers.....	87		87	May 2-13...	11
CORNING.									
Cut glass factory.....	1		49	Smoothers and others.....	29		29	Jan. 14-17..	14
			(5)	Thereof women.....					
NEW YORK CITY.									
At glass and brass factor- ies.....	17		500	Glass and brass workers.....	500		500	Nov. 10-22..	11
			200	Others.....					
			(125)	Thereof women.....					
II. METALS, MACHINES									
NEW YORK CITY.									
.....	1	1	60	Gas and Electric Fixtures. Chandelier makers.....	60		60	Sept. 24-26..	14
Syracuse.									
.....	1		40	Brass and Aluminum. Coremakers.....	25		25	April 11-13..	3
			160	Molders and others.....		20	20		
BLADELL.									
Sheet metal mill.....	1	1	300	Sheet Metal Work. Sheet metal rollers and help- ers.....	300		300	Nov. 1-3....	3
CANANDAIGUA.									
Enameled ware factory..	1		24	Burners and helpers.....	24		24	May 12-18..	6
			362	Others.....					

## IN THE YEAR ENDED SEPTEMBER 30, 1910.

ESTIMATED DAYS LOST.			Principal cause or object.	Result.	Mode of settlement — Remarks.
Directly.	Indirectly.	Total.			

## GLASS PRODUCTS.

132	39	171	For increase of wages .....	No change in rates of wages	Most of strikers returned to work; places of others filled with new hands.
87	15	102	For increase of wages from 10 to 12½ cents per ton for piece workers and from 15 to 16½ cents per hour for day workers.	Wages increased as demanded.	Conferences between company's superintendent and the strikers.
70		70	For increase of wages from \$1.50 to \$1.75 per day.	Wages increased as demanded.	Direct negotiations of the parties.
1,850		1,850	For reduction of output .....	Strike failed .....	Strikers returned to work.
680	1,190	1,870	For increase of wages .....	Strike failed .....	Strikers returned to work.
6,480		6,480	For reduction of output from 25,000 to 22,500 bricks per machine per day.	No change in output .....	Strikers returned to work. After being idle about 18 days, strikers found temporary employment elsewhere.
9,000		9,000	For reduction of output per machine from 25,000 to 22,500 bricks per day.	No change in output .....	Strikers returned to work. After being idle about 12 days, strikers found temporary employment elsewhere.
278		278	For increase of 10 per cent in wages.	Wages increased as demanded.	Direct negotiations of the parties. One hundred thirty strikers in one yard lost one-half day; others lost one day.
514		514	For increase of wages and reduction of output per day.	Wages increased ten cents per day; no change in output.	Direct negotiations of the parties.
600	18	618	For increase of wages from \$2 to \$2.25 per day.	Wages increased as demanded.	Direct negotiations of the parties.
957		957	For increase of 25 cents per day in wages.	Compromise increase of from 5 to 15 cents per day.	Direct negotiations of the parties.
43		43	For increase of wages on entire price schedule.	Increase of about 5 per cent on four items; other prices unchanged.	Direct negotiations of the parties.
5,500		5,500	For reduction of hours from 59 to 53 per week and for recognition of union by signing trade agreement.	Strike failed .....	Strikers returned to work under old conditions.

## AND CONVEYANCES.

90		90	For a half-holiday on Saturday.	Saturday half-holiday established.	Negotiations between employer and committee from the union.
75	60	135	For reinstatement of discharged foreman.	Discharged foreman not reinstated.	Conference between strikers and manager of foundry resulting in return to work.
900		900	Against new method requiring more work to be turned out.	No change in system or in rates, but earnings increased in proportion to tonnage.	Direct negotiations; strikers returned to work.
144		144	For increase of wages .....	Strike failed .....	Strikers returned to work.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES					DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
NEW YORK CITY.				Sheet Metal Work—					
Tinware shops.....	18		700	Concluded.					
			55	Tinware makers.....	700		700	Sept. 5—	30
				Others.				Oct. 8	
FORT MONTGOMERY.....	1		100	Iron Mining.					
				Iron miners.....	53	27	80	April 11—13.	3
TROY.....	1		1,251	Rolling Mill.					
				Rolling mill employees.....	40		40	April 26—	12
								May 9	
CAMILUS.....	1		287	Cutlery.					
			(27)	Cutlery workers.....	103	73	176	April 18—28.	10
				Thereof women.....		(21)	(21)		
ALBANY.				Stoves and Radiators.					
Stove foundry.....	1	1	300	Molders, apprentices and others.	105	195	300	Jan. 10—25..	14
FRANKFORT.									
Radiator works.....	1		250	Molders, coremakers, machine operators and laborers.	130	20	150	March 7—	24
								April 2	
COXSACKIE.				Machinery.					
Buffing wheel factory....	1		85	Wheel makers.....	50		50	May 2—4...	3
			(70)	Thereof women.....	(50)		(50)		
NEW YORK—BROOKLYN.									
Machine foundry.....	1		142	Molders, coremakers and chippers.	142		142	May 2—	51
			100	Others.				June 30	
ROCHESTER.									
Machine shops.....	24		2,500	Machinists and handy men ..	1,200		1,200	April 11—	70
								June 30	
SARATOGA SPRINGS.									
Machine foundry.....	1		24	Pattern makers.....	17		17	Jan. 27—	51
			163	Molders, coremakers, machinists and others.				March 26	
SENECA FALLS.									
Pumping machinery shop	1		350	Machinists' apprentices, machinists and others.	23		23	March 14—15	1½
Pump factory.....	1		203	Machinists, helpers and others	75		75	Sept. 10—13.	2



In the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## CONVEYANCES — Continued.

16,200		16,200	For increase of \$1 per week in wages, reduction of hours from 57½ to 50 per week and recognition of the union.	Wages advanced 50 cents and hours reduced to 52 per week; union recognized.	Conferences between committees of manufacturers and strikers. Agreement signed. 400 strikers lost 18 days; others 30 days.
159	81	240	For increase of wages	Strike failed	Strikers returned to work.
480		480	For reinstatement of two employees discharged for fighting.	Strike failed	Strikers returned to work.
1,030	730	1,760	For discharge of three employees known as "pacemakers" and for recognition of the union.	Strike failed	Strikers returned to work.
1,470	2,730	4,200	Against employment of as many as four boys in core room, which made a greater ratio of apprentices than allowed by the union.	Four boys retained on condition that if one should quit or be discharged only three would be employed thereafter.	Conferences of national officers of molders' union and stove founders' association, under existing agreement.
3,120	480	3,600	For increase of wages	Wages increased from \$15 to \$16.50 per week for 35 molders.	Conferences of employers with strikers.
75		75	Against change from week work to piece work, employees fearing reduction of wages.	Piece work continued; wages not reduced.	Strikers returned to work gradually, May 3, 4, and 5.
7,242		7,242	For increase of wages from \$3.25 to \$3.50 per day for molders and from \$3 to \$3.50 for coremakers and 25 cents increase per day for chippers.	Strike failed	Dispute never terminated but employer reported strikers' places filled with new (non-union) hands by July 1.
37,560		37,560	For increase of 25 cents per day in wages.	Strike failed in all but two shops where settlements were made affecting 232 employees.	Negotiations between employers and strikers in shops where settlements were made on April 20 and 22; strikers returned to work in other shops. Lost time is estimated as follows: entire number lost 3 weeks; 50 per cent lost 6 weeks; 25 per cent lost 8 weeks; 10 per cent lost 10 weeks and 1 per cent lost 70 days.
408		408	For discharge of pattern maker who had failed to pay union dues.	Union shop conditions established; hours reduced from 59 to 55 per week with increase of rate from 37½ to 39 cents per hour.	Conferences between employer and union officers. Strikers lost about 24 days, then found employment elsewhere.
34		34	Against employment of a "handy man" on work claimed by apprentices.	Strike failed	Strikers returned to work.
150		150	Against increase of hours from 55 to 59 per week, eliminating the Saturday half-holiday.	Hours increased to 59 per week.	Strikers returned to work.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBERS INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
YONKERS.				Machinery—Concluded.					
Elevator works.....	1		1,875	Machinists, electrical work- ers, molders, carpenters, laborers and others.	945		945	June 6-11..	6
			(—)	Thereof women.....	(30)		(30)		
BALLSTON SPA.....	1		100	Iron Foundries. Coremakers, molders and others.	13	38	51	Nov. 13....	1
BALLSTON SPA.....	1		40	Laborers and helpers.....	32		32	April 1-2...	1½
			92	Molders, coremakers, pattern makers, machinists and others.					
LOCKPORT.....	3		90	Molders.....	54		54	June 30- Sept. 27	75
NEW YORK-BROOKLYN..	1		110	Molders.....	110		110	April 27- June 11	39
			325	Laborers and others.....		10	10		
NEW YORK-QUEENS....	1	1	22	Foundry laborers.....	22		22	May 3-10..	7
			30	Others.....		30	30		
PORT CHESTER.....	1	1	180	Molders and helpers.....	180		180	July 11-25..	13
PORT CHESTER.....	1	1	180	Molders and coremakers.....	180		180	Aug. 23- Sept. 8	14
ROCHESTER.....	1		54	Molders, coremakers and ap- prentices.	26		26	May 10- Aug. 31	96
			28	Laborers.....		14	14		
SCHENECTADY.....	1	1	390	Molders and coremakers.....	390		390	Sept. 1-5...	3
			600	Others.....		600	600		
SYRACUSE.....	1		37	Coremakers.....	37		37	Feb. 26....	1
			350	Others.....					
SYRACUSE.....	1		77	Molders.....	77		77	April 21-27.	6
			111	Coremakers and others.....		53	52		
			(35)	Thereof women.....		(30)	(30)		
TROY.....	9		*225	Molders.....	225		225	July 21- Aug. 27	33
UTICA.....	2		56	Molders and coremakers.....	56		56	May 27-31..	3
			92	Machinists, boilermakers and others.....		19	19		

\* Total number

in the Year Ended September 30, 1910 — Continued.

TOW.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## CONVEYANCES — Continued.

5,670	.....	5,670	For increase of 25 cents per day in wages and for reduction of hours from 54 to 50 per week, for machinists; also for increase of wages and reduction of hours for other employees.	Compromise increase in wages; no change in hours.	Conference between employer and representative of machinists' international union. Agreement signed.
13	38	51	For discharge of an employee	Objectionable employee left the foundry.	Direct negotiations of strikers with employee in question resulting in withdrawal of the latter.
48	.....	48	For increase of wages	Wages increased from 16½ to 17½ cents per hour.	Direct negotiations of the parties.
2,627	.....	2,627	For increase of 25 cents per day in wages.	Demand granted by one firm employing 20 molders; strikers failed in other cases.	Negotiations between employer and union representative in case where settlement was made; dispute never terminated in other foundries but firms reported places of strikers filled with new hands by Aug. 1 and Sept. 1, respectively.
4,290	390	4,680	For increase of 15 per cent in wages for molders and 25 cents per day increase for laborers.	Strike failed	Conference between employer and chairman of strikers' committee arranged by representative of State Bureau of Mediation and Arbitration, resulting in strikers' return to work.
154	210	364	For increase of wages from \$1.50, \$1.65 and \$1.89 to a flat rate of \$2 per day.	Wages increased to \$1.75, \$1.80 and \$2 per day.	Conference of parties arranged by representatives of State Bureau of Mediation and Arbitration.
2,340	.....	2,340	For increase of about 10 per cent in wages, recognition of the union and change in shop conditions.	Five per cent increase in wages promised but not put into effect because not entirely satisfactory to employees.	Negotiations between employers and union representatives, resulting in return of strikers to work.
2,520	.....	2,520	For 10 per cent increase in wages and recognition of the union.	Seven to 10 per cent increase in wages; union recognized.	Negotiations between employers and union representatives. Agreement signed.
1,130	.....	1,130	Against introduction of piece work and against operation of molding machines by other than union molders.	Strike failed	Dispute never terminated but firm reported places of strikers filled with new hands.
1,170	1,800	2,970	Against employment of a molding machine operator at a coremaking machine.	Strike failed	Conference between employers and union representatives.
37	.....	37	For increase of 10 per cent in wages.	Strike failed	Strikers' places filled with new employees.
462	200	722	For increase in piece rates for molding.	Advance in piece prices ranging from 8 to 10 per cent, as demanded.	Direct negotiations of the parties. Those thrown out of work lost 5 days.
7,425	.....	7,425	For increase of wages from \$3.25 to \$3.50 per day.	Wages increased to \$3.40 per day.	Conferences between employers and representatives of international union, arranged by representatives of State Bureau of Mediation and Arbitration.
168	57	225	For increase in wages, 10 per cent for molders and 20 per cent for coremakers.	Wages increased 7½ per cent for molders and 20 per cent for coremakers.	Conference between representatives of employers and of the local union.

not reported.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYERS.				DURA.	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
SCHENECTADY.....	1		1,150	Electrical Apparatus. Foundry employees and others.	300	800	1,100	Nov. 12-15.	3
NEW YORK—QUEENS. Automobile factory.....	1		120	Automobiles, Loco- motives, Etc. Machinists, painters, black- smiths and tinmiths.	120		120	June 2.....	1
Automobile factory.....	1		225	19 Woodworkers and trimmers. Painters, assemblers and others.	18		18	Sept. 1-8...	7
PLATTSBURG. Automobile factory.....	1		525	Machinists, molders and others.	300		300	July 19-28..	8
DUNKIRK. Locomotive works.....	1		528	Boilermakers, tank builders and helpers.	486		486	Dec. 24-28..	3
			2,024	Others.					
			(13)	Thereof women.					
SCHENECTADY. Locomotive works.....	1		4,237	Boilermakers, helpers, sheet iron workers and others.	748	338	1,086	Dec. 7-29...	18½
Locomotive works.....	1		3,296	Cranemen..... Molders, coremakers, machinists and others.	60		60	Dec. 30-29.	8
						450	450		
Locomotive works.....	1		4,237	Foundry laborers and others.	100		100	Feb. 15.....	1
Locomotive works.....	1		242	Foundry helpers and laborers.	242		242	May 2-7...	6
			172	Molders, coremakers and apprentices.		172	172		
			3,823	Others.					
MECHANICVILLE. Railway repair shop.....	1		36	Car repairers.....	28		28	Aug. 1-2...	2
NEW YORK—BROOKLYN...	1		1,800	Ship Building. Ship builders.....	300		300	Aug. 18- Sept. 10	21
BUFFALO. Pattern making.....	5	5	65	Other Iron and Metal Products. Pattern makers.....	65		65	March 30- April 16	16
ELMIRA. Valve works.....	1		281	Coremakers and others.....	24	65	89	Jan. 17-22..	6
			(10)	Thereof women.....	(10)		(10)		
HASTINGS-ON-HUDSON. Cable and conduit factory.	1		110	Machinists and blacksmiths..	79		79	June 3-6...	3
			1,146	Others.					
			(127)	Thereof women.					

In the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
CONVEYANCES — Continued.					
900	2,400	3,300	For reinstatement of a discharged laborer and for discharge of another employee.	Strike failed.....	Direct negotiations of the parties resulting in return of strikers to work.
120		120	Against reduction of wages when hours were reduced from 9 to 8½ per day.	No reduction in wages.....	Negotiations between officers of the firm and committee of strikers.
126		126	Against increase of hours from 51 to 54 per week.	Hours increased to 54 per week.	Dispute never terminated but employer reported places of strikers filled with new hands by Sept. 9.
2,400		2,400	For reduction of hours from 10 to 9 per day.	Strike failed.....	Strikers returned to work.
1,458		1,458	In sympathy with strike against same firm in Schenectady, against introduction of the standard time system.	Standard time system withdrawn.	Conference between officers of firm and representatives of the unions involved.
13,838	6,253	20,091	Against employment of "timers" with the object of introducing the standard time system.	Standard time system withdrawn; piece work made optional with employees.	Conference between vice-president of firm and committee from boilermakers' unions, headed by international president of the latter.
480	3,600	4,080	Against employment of non-union men and to compel employer to confer with shop committee.	Non-union men not employed; shop committee to have right to confer with manager; wages increased from 27½ to 30 cents per hour for certain employees.	Negotiations between representatives of the parties. Strike occurred during strike of boilermakers in same plant and both were settled on same date; agreement signed about a month later granting increase of wages.
100		100	For reduction of hours from 10 to 9 per day without reduction of wages.	Strike failed.....	Strikers returned to work.
1,452	1,032	2,484	Against discharge of a union member and to compel employment of union laborers only.	Strike failed.....	About 60 new hands were employed and strikers re-employed to fill remaining places.
56		56	Against introduction of piece work and for increase of wages.	Day work continued; wages increased from \$2.10 to \$2.35 per day.	Direct negotiations of the parties.
6,300		6,300	For better division of work among 25 holders-on.	Division of work to be adjusted after strikers returned to work.	Negotiations of employers with committee of strikers and Erie Basin Board of Trade.
1,040		1,040	For increase of 2½ cents per hour in wages and for employment of all men through the union's business agent.	Wages increased from 40-47½ to 42½-50 cents per hour; other demands granted.	Conference between employers' representative and business agent of union.
144	206	349	Against new system of counting cores made—only those used to be paid for.	Strike failed.....	All but six strikers returned to work; places of the six filled with new hands. Fifty of those thrown out of work lost two days; fifteen lost seven days.
237		237	For reduction of hours from 57½ to 54 per week without reduction of wages.	Hours reduced to 54 per week for all employees.	Negotiations between employers and committee of machinists' union.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
JAMESTOWN. Metal furniture factory...	1		832	Other Iron and Metal Products—Concluded. Metal workers and others....	322		322	May 7- July 16	59
SYRACUSE. Lantern factory.....	1		350 (50)	Lantern makers..... Thereof women.	75		75	March 14-17	3½
III. WOOD									
NEW YORK-BROOKLYN...	1	1	850	Cooperage. Coopers and helpers.....	850		850	April 21-26	4½
ELMIRA. Wood trim factory.....	1		180 230	Wood Working. Laborers and helpers..... Mechanics.	110		110	May 31- June 1	1
NIAGARA FALLS. Planing mills.....	5		76	Bench hands, machine men and others.	18		18	April 5- May 4	26
ROCHESTER. Wood working.....	10	10	122	Wood workers.....	122		122	May 2- June 30	51
LOCKPORT. Fiber goods factory.....	1		235	Corks and Fiber Goods. Laborers and others.....	10		10	July 14.....	1
NEW YORK-BROOKLYN. Cork factory.....	1	1	12	Cork cutters.....	12		12	May 14-25	10
IV. LEATHER AND									
JOHNSTOWN. Leather factory.....	1		86	Leather. Beam workers and others....	35		35	Aug. 1-2 ..	2
Leather dressing mill....	1		12 55	Colorers..... Beam hands, knee stakers, arm stakers and finishers.	12		12	Feb. 22- March 3	8
NEW YORK CITY. Suit-case factories.....	30	30	650	Trunks and Suit Cases. Suit-case makers and helpers	650		650	March 1- June 14	91

In the Year Ended September 30, 1910 — Continued

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## CONVEYANCES — Concluded.

18,998	.....	18,998	For reduction of hours from 10 to 9 per day without reduction of wages.	Reduction of hours from 80 to 58 per week effective Sept. 5, 1910; further reductions to 56 on Sept. 5, 1911 and to 54 on Sept. 5, 1912.	Direct negotiations between employees and officers of the firm. Agreement signed.
262	.....	262	For pay-day every Saturday instead of four times a month.	Strike failed.....	Strikers returned to work under old conditions.

## MANUFACTURES.

3,825	.....	3,825	For increase of 15 per cent in wages.	Wages increased about 10 per cent.	Negotiations between employer and committee of strikers.
110	.....	110	Against firm's requirement that laborers should continue to work 9 hours when working hours for mechanics were reduced to 8 per day.	All employees to work 50 hours per week—9 hours the first five days and 5 on Saturdays.	Direct negotiations of the parties. Mechanics to be paid time and one-half for two hours overtime.
468	.....	468	For increase of wages from 30 to 37½ cents per hour and for reduction of hours from 9 to 8 per day.	Wages increased to 35 cents per hour; no change in hours.	Conferences of employers with strikers and union business agent.
6,222	.....	6,222	For reduction of hours to 8 per day and for the use of the union label.	Demands granted in one shop employing 50 men; strike failed in others.	Negotiations between employer and union representative in case of shop where settlement was made; dispute never terminated in other shops, but employers reported places of strikers filled with new hands about July 1.
.....	.....	.....	For increase of 25 cents per day in wages.	Strike failed.....	Strikers' places filled with new employees without loss of time.
120	.....	120	Against change from day work to piece work.	Strike failed.....	Strikers' places filled with new hands on May 26.

## RUBBER GOODS.

70	.....	70	For flat rate of \$2.35 per day instead of \$2 with bonus of 25 cents per day providing that five full days were worked in a week.	Demand granted.....	Direct negotiations of the parties.
96	.....	96	For increase of wages.....	Wages increased from \$1.87½ to \$2 per day as demanded.	Direct negotiations of the parties.
44,600	.....	44,600	For increase of 10 per cent in wages, reduction of hours and recognition of the union.	No change in wages; hours reduced from 59 to 53 per week in all but one shop; union recognised in 12 shops.	Conferences in 18 shops between representatives of employers and employees, arranged by representatives of State Bureau of Mediation and Arbitration. Strike of 68 employees in one shop began March 1, against use of objectionable work benches; general strike began March 30.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Cks'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IV. LEATHER AND RUBBER									
NEW YORK CITY. Trunk factories.....	7	7	150	Leather—Concluded. Trunk makers.....	150	.....	150	April 3— June 1	51
NEW YORK-BROOKLYN...	1	1	1,000 (250)	Shoes. Shoe makers and others ..... Thereof women.....	132	868 (250)	1,000 (250)	May 23— June 8	15
ROCHESTER.....	4	.....	2,102 (799)	Shoe cutters and others..... Thereof women.....	154	.....	154	Jan. 7— Sept. 30	226
ROCHESTER.....	1	.....	12 64 (29)	Lasters..... Cutters, fitters, packers and others..... Thereof women.....	12	.....	12 42 42	Sept. 21— Oct. 8	15
WARSAW. Button factory.....	1	.....	175 (99)	Buttons and Hair Goods. Button makers and others..... Thereof women.....	28	.....	28	Jan. 26— March 22	47
NEW YORK CITY. Human hair shop.....	1	1	30 (4)	Hair workers..... Thereof women.....	30	.....	30 (4)	Nov. 7-22..	14
Human hair factory.....	1	1	46 (39)	Human hair workers..... Thereof women.....	46 (39)	.....	46 (39)	Feb. 11-18..	7
Human hair factory.....	1	.....	28	Human hair workers.....	15	.....	15	June 20— July 16	23
Human hair shop.....	1	1	30 (15)	Human hair workers..... Thereof women.....	30 (15)	.....	30 (15)	July 7— Aug. 6	26
VI. PAPER									
MORRISONVILLE.....	1	.....	113	Pulp Mill. Pulp workers and others.....	64	31	95	Feb. 14-18..	5
HUDSON FALLS.....	1	.....	178	Pulp and Paper Mills. Wood handlers and others...	83	.....	83	June 26-28..	3½
MECHANICVILLE.....	1	.....	690 (30)	Wood handlers and others... Thereof women.....	40	.....	40	May 2.....	1



In the Year Ended September 30, 1910 — Continued.

ESTIMATED DAYS LOST.			Principal cause or object.	Result.	Mode of settlement — Remarks.
Di- rectly.	Indi- rectly.	Total.			

## GOODS — Continued.

7,650	.....	7,650	For recognition of the union and increase of 15 per cent in wages.	Wages increased about 10 per cent; union not recognized.	Conference of employers with committee from the United Hebrew Trades.
1,980	13,020	15,000	Against introduction of a new labor-saving machine.	Strike failed	A few of the strikers returned to work but places of most of them were filled with new hands.
23,562	.....	23,562	For recognition of the union, change in system of selecting new employees, and for higher piece rates.	Strike failed	Dispute never terminated but union reported only 8 strikers idle on Sept. 30 and employers had previously reported all places filled. Lost time is estimated as follows: 154 men idle to March 31; 81 men (the average between 154 and 8) idle from April 1 to Sept. 30.
180	630	810	For increase of one cent per pair in piece work prices on all grades.	Wages increased as demanded, about 16 per cent.	Conference of employers with committee of strikers and union representative. Agreement signed.
1,292	.....	1,292	To compel discharge of foreman.	Strike failed	Six strikers returned to work; places of others filled with new hands. The six strikers who were re-employed returned to work March 12 to 22.
420	.....	420	For employment of union members only, when new employees were needed.	Verbal agreement to employ only union members.	Direct negotiations of the parties.
322	.....	322	For recognition of the union.	Strike failed	Dispute never terminated but firm reported that 22 strikers had returned to work and places of others were filled by Feb. 19.
345	.....	345	For recognition of the union.	Strike failed	Dispute never terminated but employer reported places of strikers filled with new hands by July 18.
780	.....	780	Against discharge of two union members.	Strike failed	Strikers' places filled with new hands.

## AND PULP.

320	155	475	Against working longer hours than 8 per day.	Strike failed	Strikers' places filled by outside men.
290	.....	290	For increase of wages and reduction of hours.	Wages increased from \$1.50 to \$1.65 and hours reduced from 9 to 8 per day, as demanded, for 49 strikers; no change in rates or hours for others.	Direct negotiations of the parties.
40	.....	40	For increase of wages.	Wages for new hands increased from \$1.60 and \$1.65 to \$1.65 and \$1.70 per day; wages for old hands to be increased a week later.	About half the strikers returned to work at the old rates; places of others filled with new hands at advanced rates.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.	
					Di-rectly.	Indi-rectly.	Total.			
VI. PAPER AND										
Pulp and Paper Mills—										
Concluded.										
PALMER, GLENS FALLS,	7	7	2,060	Paper makers, pulp workers	1,763	297	1,763	March 6-	76	
NIAGARA FALLS, FORT			(24)	and others.	(21)	(3)	297	May 21		
EDWARD, WATERTOWN,				Thereof women . . . . .			(24)			
TYONDEROGA AND										
PIERCEFIELD.										
Paper Mill.										
PIERMONT.....	1	1	153	Paper makers and others....	120	33	153	April 25-	15	
			(3)	Thereof women . . . . .		(3)	(3)	May 11		
VII. PRINTING AND										
Paper Bags.										
HUDSON FALLS.....	1	1	345	Bag workers . . . . .	313	32	345	Aug. 23-	17	
			(170)	Thereof women . . . . .	(168)	(2)	(170)	Sept. 10		
Lithographing and Engraving.										
ALBANY.										
Photo-engraving.....	3	3	23	Photo-engravers . . . . .	23		23	Oct. 7-27...	18	
Pressmen, transferers, engravers and others.										
NEW YORK—BROOKLYN.										
Lithographing.....	1		142	Pressmen, transferers, en-	22		22	May 26-31.	4	
				gravers and others.						
VIII. TEX										
Silk.										
NORWICH.										
Ribbon factory.....	1	1	96	Weavers, warpers, winders	96		96	June 14-15.	1½	
			(65)	and others.	(65)		(65)			
				Thereof women . . . . .						
SARATOGA SPRINGS.										
Silk mill.....	1		66	Weavers, cutters and others..	37		37	Oct. 6-	28	
			(7)	Thereof women.				Nov. 6		
Rugs and Shoddy.										
COHOS.										
Shoddy mills.....	3	3	76	Garnet workers . . . . .	76		76	May 16-	46	
								July 9		
NEWBURGH.										
Rug factory.....	1	1	140	Weavers and others . . . . .	77	63	140	March 28-	5	
			(44)	Thereof women . . . . .		(44)	(44)	April 1		
Cotton Goods.										
OSWEGO.										
Spinning mill.....	1		165	Carders . . . . .	41	36	77	Sept. 29-	3	
			(29)	Thereof women . . . . .	(18)	(3)	(18)	Oct. 1		
			213	Spinners, winders and others.						
			(97)	Thereof women.						
Knitting Mills.										
ALBANY.....	1	1	506	Knitters, operators and others	480	26	506	Oct. 1-2....	2	
			(395)	Thereof women . . . . .	(395)		(395)			

in the Year Ended September 30, 1910 — Continued.

TIONS.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

**PULP — Concluded.**

121,469	19,029	140,498	Against discharge of an em- ployee; afterward for recog- nition of union, abolition of Sunday work and increase of 10 per cent in wages.	All strikers re-employed; union recognized; 3-tour system re-established and 5 per cent increase in wages to be effective Aug. 1, 1910.	Conference brought about by State Board of Mediation and Arbitration after public in- vestigation by said Board. Agreement signed. Strike began in different mills on various dates from March 6 to April 4.
1,440	297	1,737	For increase of wages.....	Strike failed.....	Some of the strikers returned to work; places of others filled with new hands. Entire plant was closed down 1½ weeks; half of plant running one week; after which full operations were resumed.

**PAPER GOODS.**

5,321	544	5,865	For increase of wages.....	Compromise increase of wages.	Conference of employers with striking employees arranged by representative of State Bureau of Mediation and Arbitration.
414	.....	414	For increase of wages, reduc- tion of hours from 9 to 8 per day and signed agreement with union.	Wages increased from \$16 to \$18 per week for 6 men; hours reduced to 8 per day; agreement made verbally.	Conferences arranged by official of the international union and representative of State Bu- reau of Mediation and Arbi- tration.
88	.....	88	Against employment of a union member who refused to be bound by union rules.	Strike failed.....	Dispute never terminated but employer reported places of strikers filled with new hands by May 31.

**TILES.**

144	.....	144	To compel employer to allow windows to remain open and to divide work fairly between old and new em- ployees.	Demands granted.....	Conference between the parties.
1,036	.....	1,036	Against reduction of 17 per cent in wages.	Strike failed.....	Dispute never terminated but employer reported shop run- ning with normal force of new hands by Nov. 6. Four strikers returned to work.
3,496	.....	3,496	For increase of ten cents per day in wages.	No change in wages.....	Strikers returned to work.
385	315	700	Against employment of a certain weaver.	Employee in question left town and was not re- employed.	Conference between superin- tendent of firm and com- mittee of employees.
123	108	231	Against readjustment of rates so that employees should be paid on a strictly piece work basis.	No change in rates.....	Direct negotiations of the parties.
960	52	1,012	Against new system of work; also objected to new super- intendent.	New system continued; objections to superin- tendent withdrawn.	Mediation by representative of State Bureau of Mediation and Arbitration.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYERS.				DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total		
VIII. TEXTILES									
AMSTERDAM.....	1		504 (384)	Knitting Mills—Con- cluded.	11	7	11	Nov. 9-11..	2
				Winders.....					
				Knitters and others.....					
COHOS.....	1		124 (75)	Textile workers.....	19	104 (75)	123 (75)	Nov. 19- Dec. 24	31
				Thereof women.....					
LITTLE FALLS.....	2		2,748 (1,320)	Knitters, winders and others.....	37 (25)		37 (25)	May 23-24.	2
				Thereof women.....					
GOUVERNEUR. Lace curtain factory.....	1		146 (75)	Other Textiles. Lace weavers and others.....	21		21	Sept. 6-7...	2
NEW YORK CITY. Upholstery trimming fac- tories.	8	8	124	Passementerie workers.....	124		124	July 26- Oct. 6	63
NEWBURGH. Plush factory.....	1		325 (40)	Plush weavers and others.....	50 (16)	50 (12)	100 (28)	Feb. 18-23..	9
NEW YORK—BROOKLYN.	1	1	1,950 (1,200)	Jute Mill.	1,950		1,950	April 18- July 9	70
				Cordage workers.....					
IX. CLOTHING, MILLINERY									
Men's Clothing.									
NEW YORK CITY. Tailoring.....	150	150	5,000 500 (500)	Tailors.....	5,000		5,000	Aug. 1-17 ..	15
Altering of clothing.....	25	25	150	Others.....		500 (500)	500 (500)		
				Alteration tailors.....	150		150	July 6-19..	12
BUFFALO. Clothing factories.....	2		993	Tailors, cutters, pressers, op- erators and others. (Number of women thereof not reported).	743		743	May 27- Aug. 13	66
SYRACUSE. Clothing factories.....	7	7	1,300 (850)	Cutters, tailors and others.....	1,300 (850)		1,300 (850)	June 1-23..	20
NEW YORK CITY. Pants making.....	250	250	8,000 6,000 (6,000)	Operators and pressers.....	8,000		8,000	Jan. 22- Feb. 28	32
				Finishers.....		6,000 (6,000)	6,000 (6,000)		
				Thereof women.....					

In the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## — Concluded.

22	7	29	For increase of wages.....	Strike failed.....	Strikers returned to work. Strikers (night workers) were idle two nights; others one night.
589	3,224	3,813	For reinstatement of discharged employee and increase of his wages to the union scale.	Discharged employee reinstated and his wages advanced.	Arbitration by single arbitrator selected by both parties.
45	.....	45	For increase of wages.....	Strike failed.....	Strikers returned to work. Strikers were not organized. Twenty-nine strikers in one mill returned to work May 24.
42	.....	42	For equalisation of work among shift workers and others.	Work divided satisfactorily.	Conference between superintendent of firm and committee from union.
7,372	.....	7,372	Against open shop and against increase of working time four hours each Saturday afternoon for six months of the year.	Open shop established but no change made in hours or wages.	All but 41 strikers returned to work; places of others filled by new hands by Oct. 7. Twenty strikers lost 47 days; 12 lost 53 days; 92 lost 63 days.
450	200	650	For increase of wages and for steady work.	No change in wages or in working arrangements.	Strikers returned to work. Those thrown out of work lost 4 days.
136,500	.....	136,500	For increase of wages, reduction of hours and better working conditions.	Strike failed.....	Dispute never terminated but employer reported 1,321 new employees in strikers' places and strike at an end on July 9

## LAUNDRY, ETC.

75,000	7,500	82,500	For renewal of trade agreement.	Agreement signed.....	Negotiations between employer and union representatives.
1,800	.....	1,800	For reduction of hours from 10 to 9 per day and recognition of the union.	Strike failed.....	Strikers returned to work.
47,546	.....	47,546	Against "open shop".....	Open shop established.....	Strikers returned to work. Strikers returned to work in one shop about Aug. 10, in the other about Aug. 13.
21,800	.....	21,800	For increase of wages for employees in tailoring departments.	Wages increased as demanded.	Conference between representatives of employers and union arranged by representative of State Bureau of Mediation and Arbitration. Agreement signed. Three hundred strikers returned to work after being idle six days.
170,000	127,500	297,500	For new agreement embodying increase of wages and uniform price list.	Wages increased from \$15 to \$17 per week for operators and pressers and from \$9 to \$10.50 for finishers.	Direct negotiations of the parties or their representatives. One thousand strikers were idle 12 days; 3,000, 18 days; 3,000, 24 days and 1,000, 32 days. Of those thrown out of work 750 were idle 12 days; 2,250, 18 days; 2,250, 24 days and 750, 32 days.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IX. CLOTHING, MILLINERY,									
Knee pants making . . .	110	110	3,200 (750)	Men's Clothing—Con- cluded. Knee pants makers and outside workers. Thereof women . . . . .	2,600 (150)	600 (600)	3,200 (750)	Jan. 19- Feb. 7	17
Overalls factory . . . . .	1	1	50	Overalls makers . . . . .	50		50	Jan. 1- March 19	67
Vest making . . . . .	100	100	2,000 (1,000)	Vest makers . . . . . Thereof women . . . . .	2,000 (1,000)		2,000 (1,000)	July 29- Aug. 5	7
Raincoat factories . . . . .	22	22	896 (100)	Cementers, helpers, oper- ators and cutters. Thereof women . . . . .	896 (100)		896 (100)	July 7- Sept. 8	54
NEW YORK CITY. Neckwear making . . . . .	92	92	3,000 (2,000)	Men's Furnishings. Neckwear makers . . . . . Thereof women . . . . .	3,000 (2,000)		3,000 (2,000)	Oct. 2-9 . . .	7
Suspender factory . . . . .	1		16 (1) 8	Suspender makers . . . . . Thereof woman . . . . . Packers and others.	16 (1)		16 (1)	May 19 . . .	1
NEW YORK CITY. Dressmaking . . . . .	178	178	600 (600)	Women's and Child- ren's Clothing. Dressmakers . . . . . Thereof women . . . . .	600 (600)		600 (600)	July 7-28 . .	19
Dressmaking . . . . .	39	39	150 (150)	Dressmakers . . . . . Thereof women . . . . .	150 (150)		150 (150)	Aug. 21- Sept. 3	12
Ladies' suit factory . . . .	1	1	115 (15)	Ladies' suit makers . . . . . Thereof women . . . . .	115 (15)		115 (15)	May 22- June 27	32
NEW YORK-BROOKLYN. Ladies' suit factory . . . .	1	1	16 (4)	Suit makers . . . . . Thereof women . . . . .	16 (4)		16 (4)	July 5-30 . .	23
NEW YORK CITY. Cloak and suit making . . .	429	429	70,000 (14,000)	Cloak and suit makers . . . . Thereof women . . . . .	70,000 (14,000)		70,000 (14,000)	July 7- Sept. 10	57
Shirt waist factories . . . .	375		40,000 (32,000)	Shirt waist makers . . . . . Thereof women . . . . .	22,000 (14,688)	3,000 (2,000)	25,000 (16,688)	Nov. 22- Feb. 28	84

in the Year Ended September 30, 1910 — Continued.

TON.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

  

LAUNDRY, ETC.— Continued.					
33,950	7,200	41,150	For increase of wages and signed agreement with the union.	Wages increased from \$16 to \$17.50 per week for 2,375 employees, from \$12 to \$13 per week for 75, and agreement signed as demanded by all except one firm employing 150 workers.	Negotiations between contractors and union representatives. 2,050 strikers lost 12 days each; 550 lost 17 days each.
3,350	.....	3,350	For reinstatement of discharged union member.	Demands granted and agreement signed with the union.	Negotiations between employer and committee from the local union and the United Garment Workers of America.
14,000	.....	14,000	For increase of 10 per cent in wages, reduction of hours and recognition of the union.	Demands granted.....	Negotiations of employers with union committee. Agreement signed.
48,384	.....	48,384	For signed agreement covering price list, employment of union men and working conditions.	Agreement signed; wages per week increased for 540 operators and cutters; hours reduced from 56 to 50 per week.	Negotiations between committees from unions and manufacturers' association, respectively.
21,000	.....	21,000	For recognition of the union and better working conditions.	Union recognized by signing of trade agreement.	Negotiations between employers and union representatives except in one case where conference of parties was arranged by representatives of State Bureau of Mediation and Arbitration.
16	.....	16	For 10 per cent increase in wages and recognition of the union.	Wages increased and union agreement signed as demanded.	Conference between employer and representative of the American Federation of Labor.
4,200	.....	4,200	For increase of wages, reduction of hours and recognition of the union.	Wages increased from \$1.25 to \$1.40 per day; hours reduced from 60 to 52 per week; union recognized.	Negotiations of employers with union officers. Agreement signed. One hundred strikers lost 19 days; 100 lost 12 days; 100 lost 6 days; 100 lost 3 days and 200 lost one day.
1,700	.....	1,700	Lockout because of employees' refusal to work overtime in violation of agreement.	Overtime not required; terms of agreement reaffirmed.	Negotiations between employers and union representatives. One hundred strikers lost 12 days; 50 lost 10 days.
3,680	.....	3,680	For recognition of shop price committee.	Price committee recognized	Conference between employer and union committee.
368	.....	368	For increase of wages, reduction of hours and recognition of the union.	Demands granted.....	Conference between employer and committee from the union.
2,940,- 000	.....	2,940,- 000	For recognition of the union, increase of wages, reduction of hours and better working conditions.	Union recognized, wages increased and hours reduced.	Negotiations of individual employers and the manufacturers' association with union representatives. Agreement signed. Average time lost was about 42 days per person.
584,984	79,500	664,484	For increase of wages, reduction of working hours and recognition of the union.	Demands granted by 356 firms; strike failed in other shops employing 3,000 strikers.	Direct negotiations between employers and union representatives in cases where settlements were made. Agreement signed by 356 firms.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYERS.				DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IX. CLOTHING, MILLINERY.									
Women's and Children's Clothing—Concluded.									
Shirt waist factory.....	1	1	150	Shirt waist makers.....	150		150	May 13-.....	79
			(125)	Thereof women.....	(125)		(125)	Aug. 13.....	
Ladies' garment factory..	1	1	75	Ladies' garment makers.....	75		75	Jan. 6-.....	23
			(5)	Thereof women.....	(5)		(5)	Feb. 1.....	
Jacket making.....	56	56	2,350	Jacket makers.....	2,350		2,350	July 1-.....	31
			(350)	Thereof women.....	(350)		(350)	Aug. 5.....	
NEW YORK CITY.									
Women's White Goods.									
White goods factory.....	1		200	Operators, ribboners, finishers and pressers.....	150		150	Oct. 23-.....	20
			(200)	Thereof women.....	(150)		(150)	Nov. 19.....	
Corset making.....	1		172	Corset makers.....	30		30	July 26-.....	8
			(160)	Thereof women.....	(30)		(30)	Aug. 3.....	
NEW YORK CITY.									
Hats and Caps.									
Cap factories.....	2		400	Cap makers.....	250		250	Feb 18-19..	2
			(75)	Cutters, blockers and others. Thereof women.....					
Hat factory.....	1	1	130	Ladies' hat makers.....	130		130	Feb. 4-19..	14
			(90)	Thereof women.....	(90)		(90)		
NEWBURGH.									
Hat factory.....	1		535	Hat makers and others.....	112		112	Oct. 26-27	
			(110)	Thereof women.....	(12)		(12)		
Hat factory.....	1		575	Hat makers and others.....	120	97	217	Jan. 28-.....	12
			(123)	Thereof women.....		(13)	(13)	Feb. 10.....	
Laundering.									
NEW YORK CITY.....	300		250	Laundry workers.....	250		250	May 24-.....	17
			(50)	Thereof women.....	(50)		(50)	June 11.....	

**X. FOOD, LIQUORS**

<b>Sugar Refineries.</b>								
NEW YORK-BROOKLYN..	1		1,700	Laborers and others.....	800	40	840	March 23.....
			(100)	Thereof women.....		(40)	(40)	April 9.....
NEW YORK-BROOKLYN..	1		2,246	Laborers, stevedores.....	1,638		1,638	July 7-.....
			(150)	Team drivers and others. Thereof women.....	182	182	182	Aug. 31.....
NEW YORK-QUEENS....	1		500	Sugar refinery employees.....	450	30	480	July 22-.....
								Aug. 3.....
YONKERS.....	1		750	Laborers and others.....	450		450	July 25.....



In the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			
LAUNDRY, ETC.—Concluded.					
11,850		11,850	Against discharge of three union members.	Strike failed.	Strikers returned to work.
1,725		1,725	Against discharge of a union member.	Strike failed.	Dispute never terminated but firm reported places of strikers filled with new hands, except 6 who returned to work.
42,925		42,925	For increase of \$1 per week in wages.	Wages increased as demanded.	Negotiations of employers with union representatives. Agreement signed. 1,575 employees lost 12 days; 775 lost 31 days.
3,000		3,000	For increase of wages; afterward for recognition of the union.	Wages increased 50 cents per week for all but 30 finishers; union recognized.	Conference arranged by representatives of State Bureau of Mediation and Arbitration.
240		240	Against new requirement that employees pay for thread and needles used.	Strike failed.	Dispute never terminated but employer reported places of strikers filled with new hands by Aug. 4.
400		400	For increase of 15 per cent in wages.	Wages increased from \$16 to \$18.40 per week as demanded.	Direct negotiations of the parties. 150 strikers lost 2 days; 100 lost 1 day.
1,820		1,820	For withdrawal of a notice regarding imperfect work and system of fines as a penalty therefor; afterward for union recognition and better shop conditions.	Notice withdrawn and other demands granted.	Negotiations between committee from union and members of firm.
224		224	Against hard work which employees claimed reduced their earning power.	Mixtures changed to make work easier.	Negotiations of the parties or their representatives.
1,440	1,164	2,604	Against use of material more difficult to handle, which would reduce amount of wages earned.	Material to be changed as demanded.	Negotiations of national and local union officers with representatives of firm.
2,125		2,125	For increase averaging about \$1 per week in piece rates, and recognition of the union.	Wages increased as demanded; union recognized.	Direct negotiations of the parties. Few of the employers employed a laundry worker steadily and many workers were employed in two laundries. Strikers returned to work gradually during the progress of strike.

**AND TOBACCO.**

9,600	240	9,840	For privilege of leaving premises during half-hour allowed for lunch and for increase of wages.	Privilege established of taking one hour for lunch without pay; wages increased from \$1.80 to \$2 per day.	Conference of parties arranged by representative of State Bureau of Mediation and Arbitration. Those thrown out of work lost one week.
75,348	8,372	83,720	Against discharge of employee who was accused of assaulting a foreman.	Strike failed.	Five hundred seventy-five strikers returned to work; places of others filled.
4,950	330	5,280	In sympathy with strike of sugar refinery employees in Brooklyn; afterward for increase of wages from 18 to 20 cents per hour.	Strike failed.	Strikers returned to work.
225		225	For increase of wages from 16 to 18 cents per hour.	Wages increased as demanded.	Conference of employer with representatives of strikers and of the American Federation of Labor. Agreement signed.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
I. FOOD, LIQUORS									
NEW YORK CITY.				Groceries and Pro-visions.					
Butcher shops.....	500	500	600	Butchers.....	600		600	Oct. 30- Dec. 3	30
Butcher shops.....	2		203	Butchers, bologna makers and others. (12) Thereof women.	59		59	Nov. 12-15.	3
NEW YORK-BROOKLYN.									
Sausage factory.....	1		154	Bologna makers and others..	87		87	Nov. 1-26..	23
SYRACUSE.									
Salt yards.....	9		60	Laborers.....	60		60	April 4-6...	3
			9	Superintendents.					
NEW YORK CITY.....	5	5	225	Bakeries. Pie bakers, salesmen and drivers.	225		225	Oct. 10- Nov. 23	37
NEW YORK CITY.....	1	1	38	Bakers.....	37	1	38	Feb. 18- April 11	45
NEW YORK CITY.....	226		2,000	Bakers.....	900		900	May 1- July 31	77
NEWBURGH.....	7	7	26	Bakers.....	21	5	26	May 2-10..	8
			(2)	Thereof women.....		(2)	(2)		
YONKERS.....	26	28	47	Bakers.....	47		47	May 1-3...	2
ROCHESTER.....	7	7	389	Breweries. Brewery workers, peddlers, teamsters, firemen, engineers, coopers and others.	389		389	April 4-8...	4½
NEW YORK-QUEENS....	1		260	Cigars. Cigar makers.....	247		247	May 23-31.	7
			(151)	Thereof women.....	(138)		(138)		
			120	Tobacco workers, cigarette makers, strippers and others.		57	57		
			(90)	Thereof women.....		(57)	(57)		
XI. WATER, LIGHT									
NEW YORK-QUEENS.									
Gas and electric light plant.	1		20	Laborers.....	20		20	Dec. 8-9...	2
				Others.					
XII. BUILDING									
ALBANY.....	1		30	Building (General). Structural iron workers.....	15	3	18	Nov. 15....	½

\* Number not reported.

In the Year Ended September 30, 1910 — Continued.

FROM.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## AND TOBACCO — Continued.

3,700		3,700	For increase of wages, weekly instead of monthly payments, reduction of hours and recognition of the union.	Demands granted	Direct negotiations of the parties. Agreement signed. 400 men lost 3 days; 100 lost 7 days; 75 lost 14 days; 35 lost 30 days.
167		167	For employment of none but union members and to prevent employers from handling products of shop where strike was in progress.	Strike failed	Six strikers returned to work; places of others filled with non-union hands. Strike lasted 3 days in larger shop; 2 days in other.
2,001		2,001	For signed agreement with union.	Agreement not signed; wages increased for new employees.	Strikers' places filled with new hands.
180		180	For increase of wages	Hours reduced from 66 to 60 per week without change in wages.	Direct negotiations of the parties.
6,235		6,235	For increase of \$1 per week in wages for bakers.	Strike failed	Dispute never terminated but employers reported places of strikers filled with new hands by Nov. 23. 15 strikers returned to work. 110 strikers lost 18 days; 116 lost 37 days.
1,665	45	1,710	Against employment of a non-union baker.	Non-union man joined the union.	Negotiations between employer and committee from the union. Agreement signed.
55,700		55,700	For recognition of the union, increase of wages and reduction of hours.	Strike failed	Dispute never terminated but all employers reported shops running full handed on or before Aug. 1. Union reported that 800 men lost 10 weeks; others were idle up to Oct. 10.
168	40	208	For signing of new agreement.	Agreement signed	Mediation by a newspaper representative.
94		94	For signed agreement with the union, establishing better working conditions.	Agreement signed by 20 employers.	Negotiations between employers and union representatives. All strikers found employment with the 20 employers who signed the agreement; the other 8 shops employed only 8 men.
1,750		1,750	For increase of wages and reduction of hours.	Wages increased and hours reduced as demanded.	Conferences between employers and international union officers.
1,739	399	2,138	For increase in piece rates from 23 to 35 cents per hundred cigars.	No change in rates	Direct negotiations of the parties resulting in strikers' return to work.

## AND POWER.

40		40	Against doing extra work	Strike failed	Strikers returned to work.
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## INDUSTRY.

7	1	8	For increase of 50 cents per day in wages.	Wages increased from \$4 to \$4.50 per day.	Negotiations between business agent of union and representative of employers.
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Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. BUILDING									
Building (General)—Continued.									
ALBANY.....	1		20	Bricklayers.....	20		20	July 19-25..	5†
			67	Carpenters, electricians, plumbers, plasterers and laborers.					
BALLSTON SPA.....	2		29	Carpenters and others.....	14	3	17	May 2-4...	3
BUFFALO.....	†		1,000	Building laborers.....	1,000		1,000	May 19-June 9	18
DUNKIRK.....	1		65	Laborers.....	41		41	Mar. 21-24..	4
EAST HAMPTON.....	9		103	Carpenters, painters, plumbers and bricklayers.	71		71	Oct. 11-12..	2
MIDDLETOWN.....	4		*53	Bricklayers, masons and plasterers.	45	8	53	April 12-May 7	23
NEW YORK CITY.....	91	91	8,000	Bricklayers.....	8,000		8,000	Aug. 1-	52†
			17,000	Laborers.....	17,000		17,000	Oct. 5	
NEW YORK CITY.....	1		75	Bricklayers, laborers and stone setters.	75		75	Nov. 1-17..	15
			100	Concrete workers.					
NEW YORK CITY.....	5		650	Housemiths and helpers.....	250		250	Sept. 12-24..	12
NEW YORK-BROOKLYN...	1		50	Housemiths.....	50		50	May 25-July 6	35
			25	Carpenters.					
NEW YORK-RICHMOND...	1		200	Sheet metal workers and others.	42		42	July 18-23..	5†
NEWBURGH.....	7	7	40	Bricklayers, masons and plasterers.	40		40	May 2-June 28	50
NEWBURGH.....	7	7	40	Hod carriers and building laborers.	40		40	May 2-June 28	50
ROCHESTER.....	27		*60	Lathers.....	60		60	May 2-July 31	76
SCHENECTADY.....	20		*100	Building laborers.....	100		100	June 6-9...	4
SYRACUSE.....	1		200	Carpenters, iron workers, stone cutters, engineers, electrical workers, lathers and others.	60	100	160	Oct. 15-16..	2

\* Total number not reported. † Number not reported.

In the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			
<b>INDUSTRY — Continued.</b>					
110		110	Against employment of plasterers who were not members of the bricklayers' union.	Strike failed	Places of strikers filled by union bricklayers from New York city.
42	6	48	For increase of wages from \$2.50 to \$2.75 per day.	Wages increased as demanded.	Direct negotiations of the parties.
18,000		18,000	For increase of wages from 17½-20 cents to 25 cents per hour and recognition of the union.	Wages increased to 22½-25 cents per hour; union not recognized.	Mediation by two clergymen with committee from builders' exchange.
164		164	For increase of wages	Strike failed	Strikers' places filled with new hands.
142		142	For reduction of working hours from 9 to 8 per day to take effect immediately.	Reduction of hours as demanded to take effect Jan. 1, 1910.	Direct negotiations of the parties.
540	96	636	For increase of wages from 55 to 60 cents per hour and for Saturday half-holidays.	Wages increased and Saturday half-holiday established as demanded.	Direct negotiations of the parties. Strikers were idle about two weeks.
216,100		216,100	Strike of 300 bricklayers and laborers against employment of plasterers instead of bricklayers by same firm in Newark, N. J.; followed by general lockout on Sept. 26.	New York city agreement to be in force until its expiration; outside of territory covered by that agreement, agreements between local builders' associations and bricklayers' unions, or rules established in such localities, to be observed.	Negotiations between committees of the international union and the Mason Builders' Association. Original strikers (300) lost 12 days, after which they found employment elsewhere.
1,125		1,125	Against use of hollow bricking for filling in arches known as the "Kahn system."	No change in system	Strikers returned to work by order of the General Arbitration Board of the New York building trades.
3,000		3,000	For increase of wages from \$4 to \$5 per day for mechanics and from \$3 to \$3.50 per day for helpers.	Strike failed	Strikers returned to work without agreement.
			For employment of house-smiths instead of sheet metal workers to place metal siding on pier.	Work done by sheet metal workers.	Strikers returned to work by order of president of their national union. Strikers were employed elsewhere and lost no time.
231		231	For increase of wages from \$4.50 to \$4.75 per day.	Wages increased to \$4.75 per day as demanded.	Direct negotiations of the parties.
2,000		2,000	For increase of wages from 55 to 65 cents per hour and for Saturday half-holiday.	Wages increased to 62½ cents per hour; hours reduced from 48 to 44 per week.	Negotiations between employers and union representatives.
1,500		1,500	For increase of wages from 30 to 35 cents per hour.	Wages increased as demanded.	Negotiations between employers and union committee. Ten of the strikers found employment elsewhere during the strike.
4,560		4,560	For increase of wages	Strike failed	Strikers returned to work; strike was declared off Aug. 1.
400		400	For increase of wages from \$2 to \$2.25 per day.	Wages increased to \$2.25 per day.	Conferences between committees of laborers and contractors.
120	200	320	To compel plumbers employed on building to affiliate with Building Trades Council and to have steam fitting work done by men of affiliated union of steam fitters.	Strike failed	Arbitration by Building Trades Executive Board and Chamber of Commerce.

Table L.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING									
SYRACUSE.....	1		64	Building (General)— Concluded. Carpenters, electricians, plumbers, cement finishers and engineers.	62		62	Aug. 4-5...	2
			166	Bricklayers, laborers and fore- men.					
UTICA.....	26	26	778	Mason tenders and diggers...	778		778	May 2-11..	9
YONKERS.....	1	1	42	Carpenters, steam fitters and metal workers.	42		42	Oct. 26- Nov. 8	12
			4	Plumbers and helpers.....		4	4		
YONKERS.....	1	1	115	Carpenters, bricklayers, help- ers and laborers.	115		115	Mar. 15-16.	1½
			3	Steam fitters.....		3	3		
YONKERS.....	1	1	65	Hod carriers.....	20	45	65	June 9-15..	6
			167	Bricklayers, carpenters and excavators.		167	167		
CANANDAIGUA.....	6	6	30	Carpentry. Carpenters.....	30		30	May 2-5...	4
FULTON.....	1	1	11	Carpenters.....	11		11	April 5-16..	10½
GLEN COVE.....	15	15	300	Carpenters.....	300		300	April 1-5...	4
JAMESTOWN.....	15		200	Carpenters.....	147		147	May 16- June 11	23
MOUNT VERNON AND TUCKAHOE.....	3	3	40	Carpenters.....	40		40	April 1-12..	10
ROCHESTER.....	*	*	*280	Carpenters.....	280		280	May 30- July 9	34
SARATOGA SPRINGS.....	11	11	120	Carpenters.....	120		120	May 2.....	½
SYRACUSE.....	40	40	275	Carpenters.....	275		275	April 1-16..	14

\* Total number not reported.

In the Year Ended September 30, 1910 — Continued.

ESTIMATED DAYS LOST.			Principal cause or object.	Result.	Mode of settlement — Remarks.
Di-rectly.	Indi-rectly.	Total.			
INDUSTRY — Continued.					
124		124	Against employment of two non-union hoisting engineers.	Non-union engineers joined the union, having their wages increased from \$18 to \$21 per week and hours reduced from 10 to 8 per day.	Direct negotiations of the parties.
7,002		7,002	For increase of wages from 20-25 to 27½ cents per hour and recognition of the union.	Wages increased to 25 and 27½ cents per hour; union not recognized.	Mediation by representative of State Bureau of Mediation and Arbitration with the parties separately.
84	8	92	For employment of steam fitters in place of plumbers on construction of sprinkling plant.	Plant finished by plumbers.	Dispute referred to Building Trades Department of American Federation of Labor, which decided in favor of plumbers and ordered strikers back to work. Work on building was stopped 12 days but strikers found employment elsewhere and were idle but two days.
172	4	176	For employment of union plumbers affiliated with the Yonkers Building Trades Council in place of union steam fitters not so affiliated.	Steam fitters continued to be employed.	Strike declared off by Building Trades as contract did not specify employment of local men.
120	1,272	1,392	To compel contractor to have sweeping of floors in new buildings done by hod carriers instead of common laborers (excavators).	Work in question to be done by hod carriers.	Conference of the parties arranged by representatives of State Bureau of Mediation and Arbitration.
120		120	For increase of wages.....	Wages increased to 37½ cents per hour as demanded.	Direct negotiations of the parties.
115		115	In sympathy with strike of carpenters in Syracuse.	Demands of strikers in Syracuse granted.	Strikers returned to work when original strike was ended.
1,200		1,200	For increase of wages from \$3.50 to \$4 per day and reduction of hours from 48 to 44 per week.	Wages increased and hours reduced as demanded.	Negotiations between master builders' association and business agent of union. Agreement signed.
1,764		1,764	For increase of wages from \$2.50 and \$2.75 to \$3 per day.	Wages increased as demanded.	Negotiations between employers and union representatives. Agreement signed. Time lost averaged about two weeks.
400		400	For increase of wages from \$3.76 to \$4 per day and for signed agreement with union.	Wages increased to \$4 per day for new employees; no agreement signed.	Strikers found employment with other master carpenters and their places were filled with new (non-union) hands.
			In sympathy with strike of woodworkers for reduction of hours to 8 per day and for the use of the union label.	Strike failed.....	Strikers returned to work. Union reported that little time was lost as trade was so good that the strikers filled other jobs after they left the old.
60		60	For increase of 25 cents per day in wages of all carpenters not receiving the maximum rate and for a minimum rate of \$2.50 instead of \$2 per day.	Demands granted.....	Direct negotiations of the parties. Agreement signed.
3,850		3,850	For increase of wages from 40 to 45 cents per hour and Saturday half-holiday.	Wages increased and hours reduced from 48 to 44 per week, as demanded.	Conference between representatives of Builders' Association and committee from the union.

Table L.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYEES.			DURATION.		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING									
YONKERS.....	31	31	275	Carpentry—Concluded. Carpenters.....	275		275	April 1-16..	13
				Painting and Paper Hanging.					
ALBANY.....	1		30	Painters.....	14		14	Mar. 18-21..	3
KINGSTON.....	8		*50	Painters.....	50		50	March 22- May 12	45
NEW ROCHELLE.....	14	14	50	Painters.....	50		50	April 1-4...	3
NEW YORK—QUEENS.....	1		75 60	Painters..... Metal workers.	75		75	July 23- Aug. 12	18
SCHENECTADY.....	40		400	Painters, decorators and paper hangers.	120		120	April 1- Dec. 16.	220
TROY.....	24	24	180	Painters.....	180		180	April 1- May 3	28
BUFFALO.....	8	8	80	Paper hangers.....	80		80	March 1-2..	2
				Plumbing and Steam Fitting.					
ALBANY.....	51		*112 95	Plumbers..... Apprentices and others.	112	95	112 95	Aug. 30- Nov. 30	92
BATAVIA.....	6		*11	Plumbers, steam and gas fitters.	11		11	May 2-14...	12
NEW YORK CITY.....	420		1,200 1,500	Plumbers' helpers..... Plumbers and others.	1,200		1,200	May 2-21...	18
NIAGARA FALLS.....	12		*23	Plumbers and steam fitters...	23		23	April 18-30.	12
OLBANY.....	3	3	15 6	Plumbers..... Helpers.....	15	6	15 6	May 16-28	12
UTICA.....	19	19	100	Plumbers.....	100		100	May 2-14...	12
WHITE PLAINS.....	14	14	45 45	Plumbers..... Helpers.....	45	45	45 45	April 1-9...	8

\* Total number not reported.



in the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
<b>INDUSTRY — Continued.</b>					
3,575		3,575	For increase of wages from \$4 to \$4.50 per day to be effective April 1st.	Increase of wages to \$4.25 per day effective May 1st and \$4.50 on June 1st.	Conference of committees representing master carpenters' association and joint district council of carpenters' unions
42		42	For increase of wages from \$2 to \$2.50 per day.	Wages increased to \$2.50 per day for new employees.	Strikers' places filled with new hands.
1,070		1,070	For increase of 25 cents per day in wages.	Wages increased as demanded by four firms employing 9 men; open shops established by others.	Negotiations of parties in cases where settlements were made; in other cases, strikers found employment elsewhere by May 13. Agreement signed by four employers March 26.
150		150	For increase of wages from \$3.50 to \$3.75 per day.	Wages increased to \$3.75 per day.	Conference of committees from employers' association and union, respectively.
1,350		1,350	For increase of wages from \$18 to \$19.50 and for reduction of hours from 49½ to 44 per week.	Wages increased to \$21 per week without change of hours for 20 strikers; strike lost by others.	Twenty strikers returned to work at advanced rate; places of others filled with new employees.
1,440		1,440	For increase of wages from 35 to 41 cents per hour and for Saturday half-holidays.	Wages increased to 41 cents per hour; Saturday half-holiday established; contracts to be finished at old rate up to April 1, 1911.	Conferences between committees representing the union and the employers' association. Strikers found employment soon after strike began, lost time being estimated at two weeks. Agreement signed.
5,040		5,040	For increase of wages from 40 to 45 cents per hour.	Wages increased to 42½ cents per hour.	Conferences between committees from employers' association and painters' union. Agreement signed.
160		160	For increase of about 10 per cent in wages.	Wages increased as demanded.	Negotiations of union business agent with employers.
4,480	3,800	8,280	For increase of wages from 50 to 60 cents per hour.	Wages increased as demanded by 38 firms employing 50 plumbers; strike failed in other cases.	Negotiations between employers and union representatives in shops where settlements were made; employers in other shops reported places of strikers filled with new hands by Dec. 1. Time lost was estimated at about 40 days.
132		132	For reduction of hours from 9 to 8 per day and signed agreement.	Hours reduced as demanded; agreement signed.	Conference between committees from employers' association and the union.
21,600		21,600	For increase of wages from \$1.50 to \$2 per day.	Strike failed.	Some of the strikers returned to work; places of others not filled but the strikers found other employment.
276		276	For increase of wages from \$3.50 to \$4 per day.	Wages increased to \$4 per day from Sept. 1, 1910.	Conference between committees representing the parties.
180	72	252	For reduction of hours from 9 to 8 per day.	Hours reduced as demanded.	Negotiations between committees representing the parties. Agreement signed.
1,200		1,200	For increase of wages from \$3, \$3.25 and \$3.50 to \$3.75 per day.	Wages increased from \$3 to \$3.50 for about 20 plumbers; increase of 25 cents per day for all others receiving from \$3.25 to \$4 per day.	Negotiations between employers and union representatives. Agreement signed.
360	360	720	For increase of wages from \$4 to \$4.50 per day, Saturday half-holiday all the year instead of only during June, July and August, and one junior for every extra ten men.	Wages increased to \$4.25 per day; other demands granted.	Negotiations between committees representing employers' association and Central Labor Union, respectively. Agreement signed.

Table L.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYERS.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING									
NEW YORK CITY.....	50	50	800	Plumbing and Steam Fitting—Concluded.	800		800	Jan. 3—	113
			900	Steam fitters.....	900		900	May 14	
				Helpers.....					
NEW YORK CITY.....	94	94	1,800	Sheet Metal Working.	1,800		1,800	July 18—	112
				Sheet metal workers.....				Nov. 25	
ROME.....	5		13	Tinsmiths.....	11	1	12	May 2.....	1
UTICA.....	23		*48	Sheet metal workers.....	48		48	May 2—23..	24
ALBANY.....	7		*59	Electrical Construction.	53	6	59	May 2—	55
				Electrical workers.....				July 6	
SCHENECTADY.....	6		*16	Wiremen and helpers.....	16		16	June 1—	209
								May 20	
UTICA.....	10	10	40	Electrical workers.....	40		40	May 2—7...	6
ALBION.				Road and Track Con-					
State road construction..	1		84	struction.	21		21	Aug. 30....	1
				Laborers.....					
LOWVILLE.									
State road construction..	1		55	Laborers.....	25		25	Sept. 13....	1
MAYBROOK.									
Railway track construc-	1		131	Laborers.....	100		100	June 6.....	1
tion.									
NEW YORK CITY AND									
YONKERS.									
Railway track mainten-	1		1,835	Track and construction labor-	1,266	369	1,635	May 6—14..	8
ance and construction.				ers.					
				Barge Canal Construc-					
				tion.					
CLYDE.....	1		50	Laborers.....	10	25	35	Oct. 9.....	1
EAGLE HARBOR.....	1		130	Laborers.....	35		35	May 12....	1

\* Total number not reported.

in the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			
INDUSTRY — Continued.					
192,100		192,100	For new agreement granting increase in wages from \$5 to \$5.50 per day and jurisdiction over certain work.	Wages to be advanced on Jan. 1, 1911.	Conference between committees representing employers' and employees' associations.
42,347		42,347	Strike of 1,700 men on July 18 for employment of sheet metal workers instead of carpenters for erection of metal doors and trim; followed by lockout involving 1,800 men on Nov. 14 to compel settlement of strike.	Parties agreed to submit dispute to arbitration; sheet metal workers to be employed in case carpenters refused to arbitrate.	Conference between representatives of employers and union arranged by representative of State Bureau of Mediation and Arbitration; 1,400 strikers returned to work July 21 under agreement with 3 of the 4 employers' associations; 150 were still on strike Nov. 14 when lockout occurred.
11	1	12	For increase of wages from \$2.50 to \$3 per day.	Wages increased as demanded.	Negotiations between employers and union representatives. Agreement signed.
936		936	For increase of wages from 37½ to 44½ cents per hour and reduction of hours from 48 to 44 per week.	Wages increased to 41 cents per hour; no change in hours.	Negotiations between employers and union representatives. Union reported that 18 men were working on May 14th.
1,650		1,650	For increase of wages from \$3 to \$3.50 per day and recognition of the union.	Strike failed.	Conference between employers and strikers resulting in return of the latter to work under same conditions as before strike. Union reported that 30 men were idle 9 weeks.
1,248		1,248	For increase of wages from \$3 to \$3.50 per day.	Wages increased to \$3.25 per day; work under old contracts to be finished at old rate, \$3 per day.	Conference between employers and representatives of Building Trades Council following strike on May 16th against employment of non-union electricians on County Building. Agreement signed. Strikers lost about three months' time.
240		240	For "closed shop" conditions.	Demands granted.	Conference of committee representing union with employers.
21		21	Against employment of a certain foreman.	Strike failed.	Strikers' places filled with new employees.
25		25	For immediate payment of wages.	Wages paid September 14th.	Strikers returned to work.
100		100	Dissatisfaction with commissary clerk.	No change made.	All but six of the strikers returned to work.
6,858	2,009	8,867	For increase of wages.	Strike failed.	Strikers returned to work or their places were filled. Strikers began to return on May 11th, and by the 12th about three-fourths were at work.
5	12	17	For increase of wages.	Strike failed.	Strikers sought employment elsewhere; others returned to work.
			In sympathy with dissatisfied foreman.	Strike failed.	Strikers found work elsewhere and their places were not filled.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.				EMPLOYEES.				DURA	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING									
SCHUTTLERVILLE.....	1		140	Barge Canal Construction—Concluded. Laborers.....	40		40	June 8.....	½
AUBURN. Street improvement.....	1		15 40	Street and Sewer Construction, Etc. Teamsters. Laborers.	15		15	Nov. 9-10..	2
ONEONTA. Street paving.....	1	1	60 10	Laborers..... Teamsters.....	60		60 10	May 24-25	2
WHITESBORO Paving.....	1		80	Laborers.....	70		70	Aug. 10....	½
ROCHESTER. Street and sewer construction.	16	16	850	Street and sewer laborers....	850		850	June 6- July 9	29
GLOVERSVILLE. Sewer construction.....	1	1	55	Laborers.....	45	10	55	May 16	1
WESTCHESTER COUNTY. Sewer construction.....	1		73 520	Engineers. Laborers.	73		73	May 7- June 14	38
NEW YORK CITY. Water main construction.	1	1	120	Laborers.....	120		120	Sept. 7-8...	2
TONAWANDA AND NORTH TONAWANDA. General construction work.	2		671	Laborers.....	371		371	May 20-24.	4
MASSENA. Excavating.....	1		*75	Excavating and Dredging. Laborers.....	75		75	June 20....	1
RENSSELAER. Excavating.....	1		25	Laborers and others.....	20		20	June 20-23.	3½
SYRACUSE. Dredging.....	1		150	Laborers.....	30		30	Feb. 8.....	1
BAY SHORE. Land improvement.....	1		103 18	Other Building Work. Road laborers..... Gardeners.	103		103	March 23-29	2
BUFFALO. Structural steel erection..	"	"	600	Iron workers.....	250		250	June 1-22..	18

\* Total number not reported.

in the Year Ended September 30, 1910 — Continued.

ESTIMATED DAYS LOST.			Principal cause, or object.	Result.	Mode of settlement — Remarks.
Di- rectly.	Indi- rectly.	Total.			

## INDUSTRY — Continued.

20		20	Misunderstanding as to pay- ment of wages.	Strikers returned to work on assurance that wages would be paid.	Negotiations of company's pay- master with strikers.
30		30	Against employment of non- union driver.	Non-union driver not em- ployed.	Conference of teamsters' com- mittee with mayor of city and superintendent of streets, re- sulting in return of all team- sters except the non-union man.
60	10	70	For increase of wages.	Strike failed.	Most of the strikers returned to work. Strikers were idle the second day on account of the weather.
35		35	Against contractor's discon- tinuance of paying carfare in addition to regular wages.	Carfare not paid by con- tractor.	Most of the strikers returned to work.
24,650		24,650	For increase of wages from 1, 23 and 25 cents to a flat rate of 25 cents per hour.	Minimum rate increased to 22 cents per hour.	Conferences between commit- tees representing contractors and strikers, arranged by a clergyman of the city.
45	10	55	For increase of wages.	Strike failed.	All but 17 strikers returned to work.
2,774		2,774	For increase of wages from \$2.80 to \$3.50 per day and recognition of the union.	Wages increased to \$3 per day; union not recog- nized.	Conference of the parties ar- ranged by representatives of State Bureau of Mediation and Arbitration.
240		240	For immediate payment of wages — strikers under- standing that pay-day was to be Sept. 6.	Wages paid on regular pay- day.	Strikers returned to work when they understood that they would be paid.
1,428		1,428	For increase of wages.	Strike failed.	Strikers' places filled with new hands. 16 men struck May 23 and their places were filled by noon of same day.
75		75	For increase of wages and re- duction of hours.	Strike failed.	Strikers returned to work.
70		70	For increase of wages from \$1.65 to \$1.75 and for re- duction of hours from 9 to 8, per day.	Wages increased to \$1.75 per day; no change of hours.	Strikers' places filled with new hands.
30		30	For reinstatement of dis- charged foreman.	Strike failed.	Seven strikers returned to work; places of others filled with new hands.
206		206	For increase of wages from \$1.50 to \$1.75 per day.	Strike failed.	Direct negotiations of the parties resulting in return of strikers to work.
4,750		4,750	For increase of wages from 50 to 60 cents per hour.	Wages increased to 55 cents per hour.	Negotiations between employers and union representatives.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYERS.			NUMBER INVOLVED.			DURATION.	
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.		Directly.	Indirectly.	Total.	Date.	Days.
<b>XII. BUILDING</b>										
<b>FORT PLAIN.</b>				<b>Other Building Work—</b>						
Bridge construction.....	1		98	Bridgemen.....	20			20	July 28—	8
			376	Shopmen, draughtsmen and others.					Aug. 5	
<b>NEW YORK CITY.</b>										
Glass erecting.....	30		475	Glassiers.....	475			475	Sept. 19—	60
									Nov. 26	
<b>Mosaic working.....</b>	15	15	550	Mosaic workers and helpers..	550			550	Feb 3—	63
									April 16	
<b>NEW YORK—BROOKLYN.</b>										
Subway construction.....	1		500	Laborers.....	250			250	May 4.....	1
<b>NEW YORK—QUEENS.</b>										
Grading.....	1		40	Laborers.....	20			20	May 2-3...	2
<b>ROSLYN.</b>										
Country estate.....	1		100	Laborers.....	33			33	Dec. 1-6...	5
<b>UTICA.</b>										
Overcrossing construction	1		500	Laborers and others.....	26			26	July 11.....	1
<b>XIII. TRANSPORTATION</b>										
<b>BUFFALO.</b>				<b>Cab and Automobile</b>						
Cab driving.....	15		80	Driving, Etc.	80			80	April 1-6...	6
			20	Cab drivers.....						
				Others.						
<b>NEW YORK—BRONX.</b>										
Teaming.....	1	1	101	Teamsters.....	101			101	July 5-8...	4
<b>NEW YORK—BROOKLYN.</b>										
Carting.....	11	11	44	Teamsters.....	44			44	Nov. 5-13..	8
<b>Taxi-cab garage.....</b>	1		21	Chauffeurs.....	18			18	May 23.....	1
<b>ALBANY.....</b>	1	1	500	<b>Street Railways.</b>	500			500	May 27....	1
			150	Motormen and conductors..		150		150		
				Others.....						
<b>YONKERS.....</b>	1	1	250	Conductors and motormen..	250			250	June 15-23.	8½
			150	Others.....		150		150		

in the Year Ended September 30, 1910 — Continued.

TION.			Principal cause or object.	Result.	Mode of settlement — Remarks.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

## INDSTRY—Concluded.

160		160	For increase of wages.	Strike failed.	Strikers' places filled with new hands.
28,500		28,500	For recognition of the union and increase of wages.	Minimum rate, previously \$14 to \$15, increased to \$16.50 per week; no discrimination between union and non-union men.	Mediation by representatives of State Bureau of Mediation and Arbitration resulting in strikers' return to work on terms offered by employers.
34,650		34,650	For increase of wages from \$4.25 to \$4.50 per day for mosaic workers and from \$2.75 to \$3 for helpers.	Strike failed.	Strikers returned to work.
250		250	For increase of wages from \$1.56 to \$1.60 per day.	Wages increased as demanded.	Direct negotiations of the parties.
40		40	For increase of wages from \$1.50 to \$1.60 per day.	Strike failed.	Strikers returned to work.
165		165	Against reduction of wages from \$1.75 to \$1.50 and reduction of hours from 10 to 9, per day.	Strike failed.	Twenty strikers returned to work at reduced rates; others found employment elsewhere.
13		13	For reinstatement of discharged sub-foreman.	Strike failed.	Some of the strikers returned to work; places of others filled.

## AND COMMUNICATION.

480		480	For increase of wages from \$12 to \$14 per week.	Wages increased to \$13 per week.	Conference between employers' association and committee from the union.
404		404	Lockout of union members; demand then made for increase of wages.	Union members re-employed; wages increased from \$2 to \$2.25 per day.	Conference between employer and union committee.
352		352	For recognition of union, increase of wages and signed agreement.	Union recognised, wages increased and agreement signed, as demanded.	Negotiations between employers and union representatives.
18		18	Lockout because of demand for \$2.50 per day instead of 20 per cent commission and for reduction of hours from 15 and 16 to 12 per day.	No change in wage system or hours.	Dispute never terminated but employer reported places filled by May 24.
500	150	650	Against operation of cars running to the circus grounds by members of the Rensselaer instead of the Albany union.	Cars operated by Rensselaer men; agreement made between the unions regarding future distribution of runs.	Conferences between officers of unions and manager of the company arranged by representative of State Bureau of Mediation and Arbitration.
2,125	1,275	3,400	For increase of wages from 21 and 24 cents to flat rate of 30 cents per hour.	Wages increased to 23 and 26 cents per hour.	Question of wages referred by strikers to Justice of the Supreme Court who also acted for receiver of company and for the city; strikers returned to work pending decision. Increase effective July 1; decision rendered June 29.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
NEW YORK CITY. Railway tugboat and lighterage service.	4	4	91	Marine Transportation. Masters, mates and pilots ...	91		91	April 1-17..	17
Railway tugboat and lighterage service.	5		1,200	Boatmen .....	750		750	April 2-17..	16
Steam ship line .....	1	1	50	Seamen .....	50		50	May 2-7...	6
ALBANY, BUFFALO, ROCHESTER AND YONKERS. Railway signal main- tenance.	1		800	Railway Track and Sig- nal Repairing. Signal maintainers .....	200		200	Sept. 3- Oct. 15	43
DELAWARE AND HUDSON RAILROAD. Railway track main- tenance.	1		1,810	Section foremen and laborers.	1,162		1,162	July 2- Aug. 13	36
HASTINGS-ON-HUDSON. Railway track main- tenance.	1	1	50	Laborers .....	50		50	July 12-16..	5
MOUNT MORRIS. Railway track main- tenance.	1	1	50	Laborers .....	50		50	April 12-13.	2
NORWICH. Railway track main- tenance.	1	1	40	Laborers .....	40		40	April 12....	1
OSWEGO. Railway track main- tenance.	1	1	35	Track laborers .....	35		35	April 2-9...	7
CORNING. Railway freight house...	1		16	Freight and Baggage Handling. Freight handlers .....	11		11	April 26....	1
			15	Others .....					
NEW YORK CITY. Freight handling .....	1	1	50	Longshoremen .....	50		50	July 27....	1
NEW YORK—BROOKLYN. Freight office .....	1	1	70	Freight handlers .....	70		70	May 7-9...	2
NORWICH. Freight handling .....	1	1	16	Freight handlers .....	16		16	July 23....	1
NIAGARA FALLS. Baggage transfer .....	1		71	Coach drivers and others...	23		23	July 1-2....	2
CATUGA. Ice harvesting .....	1		100	Ice and Coal Handling. Car-men and others .....	15		15	Jan. 12....	1
COXSACKIE. Ice harvesting .....	1		100	Ice handlers .....	40		40	Jan. 13....	1



In the Year Ended September 30, 1909 — Continued.

WAGE.

EMPLOYED DATE LAST.			Principal cause or object.	Result.	Means of settlement. Remarks.
Dis- satisfy.	Indi- satisfy.	Total.			
COMMUNICATIONS — Continued.					
1,547		1,547	For reduction of hours and increase of wages.	No change in hours or wages.	Strikers' places filled with new employees.
12,000		12,000	For increase of 7 per cent in wages and for one day off duty each week.	Strike failed.	Strikers' places filled with new employees.
300		300	For increase of wages from \$25 to \$30 per month.	Wages increased as demanded.	Conference of representatives of company with committee of strikers.
8,000		8,000	For time and one-half for overtime and for regulation of working conditions.	Strike failed.	Strikers returned to work. Number of men on strike was estimated by the company. Union reports show that 400 men were able on account of strike on Sept. 30.
41,832		41,832	For increase of wages \$5 per month for foremen and from 15 to 17 cents per hour for laborers, extra payment for overtime and special work, leaves of absence and passes.	Wages of foremen increased; one cent per hour increase for one laborer on each section; no change in wages for other laborers; no extra payment for overtime.	Conference between chief engineer of company and committee of strikers arranged for representative of State Bureau of Mediation and Arbitration.
250		250	For discharge of a foreman.	Strike failed.	Strikers returned to work.
100		100	For increase of wages.	Wages increased from 14 to 15 cents per hour.	Direct negotiations of the parties.
40		40	For increase of wages.	Strike failed.	Part of strikers returned to work.
245		245	For increase of wages.	Strike failed.	Part of strikers returned to work; places of others filled with new hands.
11		11	For increase of wages from \$1.35 to \$1.50 per day.	Wages increased to \$1.50 per day for new employees.	New hands employed in strikers' places.
50		50	For increase in wages from 18 to 24 cents per hour and recognition of the union.	Strike failed.	Dispute never terminated but employer reported strikers' places filled with new hands on July 28.
140		140	For increase of wages from 20 to 25 cents per hour.	Strike failed.	Strikers' places filled with new hands.
8		8	For increase of 20 cents per day in wage.	Wages increased from \$1.70 to \$1.80 per day for four men and from \$1.60 to \$1.70 for twelve.	Direct negotiations of the parties.
46		46	For increase of wages \$1 each for night work.	Increase of wages granted as demanded.	Direct negotiations of the parties.
7		7	For increase of wages from \$2.25 to \$2.50 per day.	Strike failed.	Strikers' places filled with new hands.
20		20	For increase of wages from \$2 to \$2.50 per day.	Wages increased to \$2.25 per day.	Direct negotiations of the parties.

Table I.—Detailed Statement of Disputes Reported

ESTABLISHMENTS INVOLVED.			EMPLOYERS.				DURA		
INDUSTRY AND LOCALITY.	No.	Clos'd.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
CORNWALL.				Ice and Coal Handling—					
Coal handling.....	1		22	Concluded.					
			15	Coal shovellers.....	18		18	June 17-21 .	4
				Others.					
TROY, GREEN ISLAND, WATERFORD, COHOS AND WATERVLIET.									
Coal handling.....	40	40	350	Coal handlers.....	350		350	April 1-26..	22
YONKERS.....	1		70	Lumber Handling.					
				Laborers and others.....	40		40	July 13-16..	4
NEW YORK CITY.....	1		129	Milk Delivering.					
			83	Milk wagon drivers.....	72		72	Jan. 13-19..	6
				Others.					
NEW YORK CITY.....	1		36	Messenger Service.					
			33	Messengers.....	24		24	July 21.....	1
				Operators.					
XIV.									
NEW YORK CITY.									
Retail dry goods stores..	38		110	Dry goods clerks....	110		110	Oct. 15- Dec. 12	50
Office buildings.....	85		600	Window cleaners.....	325		325	Nov. 23- Dec. 24	29
XVI. PROF									
NEW YORK CITY.									
Theaters.....	2	2	102	Chorus singers, musicians, bill posters and others.	102		102	May 9-10..	2
			(14)	Thereof women.....	(14)		(14)		
			34	Actors.....	34		34		
			(14)	Thereof women.....	(14)		(14)		

in the Year Ended September 30, 1910 — Concluded.

ESTIMATED DAYS LOST.			Principal cause or object.	Result.	Mode of settlement — Remarks.
Di-rectly.	Indi-rectly.	Total.			

## COMMUNICATION — Concluded.

72	.....	72	For increase of wages .....	Strike failed .....	Strikers returned to work.
7,700	.....	7,700	For increase of wages from \$13 to \$15 per week.	Wages increased to \$14 per week.	Mediation by representative of State Bureau of Mediation and Arbitration. Agreement signed.
160	.....	160	In sympathy with discharged employee.	Strike failed .....	Strikers returned to work.
432	.....	432	Lockout to resist demand for increase of wages from \$16 to \$17.50 per week and for monthly vacations.	No change in wages or working conditions.	Dispute never terminated but employer reported places of men locked out filled with new hands by Jan. 19.
24	.....	24	For increase of wages from 4 to 5 cents for long distance messages. 2½ to 3 cents for short distance messages and from 12½ to 15 cents per hour.	Rates for long distance increased to 5 cents per message.	Direct negotiations of the parties.

## TRADE.

2,690	.....	2,690	For reduction of hours, recognition of the union and a signed agreement.	Demands granted by 22 firms employing 70 clerks; strike failed in other cases.	Negotiations between union committee and individual employers. 25 men lost 6 days, 45 men lost 12 days, 20 men lost 50 days and 20 men secured employment elsewhere.
9,425	.....	9,425	For increase of wages from \$11 to \$13.50 per week and for reduction of hours from 14 to 9½ per day.	No change in wages or hours.	Strikers returned to work.

## SESSIONS.

204	68	272	Against proposed reduction of working force.	All employees retained....	Negotiations of committees from United Hebrew Trades and American Federation of Labor with employers.
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TABLE II.—PRINCIPAL LABOR DISPUTES BEGUN IN 1910.\*

LOCALITY.	TRADE. [Trades affected indirectly are italicized. Figures in parentheses refer to industry number.]	Date.	Duration (weeks).	EMPLOYEES INVOLVED.			WORKING DAYS LOST BY EMPLOYEES—		
				Directly.	Indirectly.	Total.	Directly concerned.	Indirectly affected.	Total.
1 New York City.	Cloak and suit makers.	July 7-Sept. 10.	9½	70,000	.....	70,000	2,040,000	.....	2,040,000
2 New York City.	Shirt waist makers.	Nov. 22-Feb. 28.	14	22,000	3,000	25,000	394,894	79,500	474,394
3 New York City.	Pants makers and <i>finishers</i> .	Jan. 22-Feb. 28.	5	8,000	6,000	14,000	270,000	127,500	397,500
4 New York City.	Bricklayers and laborers.	(12) Aug. 1-Oct. 5.	8	25,000	.....	25,000	26,000	.....	26,000
5 New York City.	Steam fitters and helpers.	(12) Jan. 3-May 14.	18	1,700	.....	1,700	192,100	.....	192,100
6 New York State towns.	Paper makers, pulp workers and others.	(6) March 6-May 21.	12	1,763	297	2,060	121,469	19,029	140,498
7 New York City.	Cordage workers.	(8) April 18-July 9.	17	1,850	.....	1,850	136,500	.....	136,500
8 New York City.	Sugar refinery laborers and <i>others</i> .	(10) Aug. 1-17.	17	1,638	182	1,820	76,248	8,372	84,620
9 New York City.	Fallors and <i>others</i> .	(10) May 1-July 31.	2	5,000	500	5,500	76,000	7,500	83,500
10 New York City.	Bakers.	(10) May 1-July 31.	12	306	.....	306	58,700	.....	58,700
11 New York City.	Raincoat makers.	(9) July 2-Sept. 8.	19	806	.....	806	48,384	.....	48,384
12 Buffalo.	Tailors.	(3) May 27-Aug. 13.	11	743	.....	743	47,546	.....	47,546
13 New York City.	Suit case makers.	(4) March 1-June 14.	15	650	.....	650	44,800	.....	44,800
14 New York City.	Sheet metal makers.	(9) July 18-Nov. 25.	5	2,350	.....	2,350	43,925	.....	43,925
15 New York City.	Section foremen and laborers.	(12) July 2-Aug. 13.	6	1,800	.....	1,800	42,347	.....	42,347
16 Delaware & Hudson R. R.	Pants makers and <i>outside workers</i> .	(9) Jan. 19-Feb. 7.	18	1,162	.....	1,162	41,832	.....	41,832
17 New York City.	Machinists.	(2) April 11-Feb. 30.	7	2,600	600	3,200	33,950	7,300	41,250
18 Rochester.	Mosaic workers.	(12) Feb. 3-April 16.	11	1,200	.....	1,200	37,560	.....	37,560
19 New York City.	Glaizers.	(12) Sept. 19-Nov. 26.	10	1,550	.....	1,550	28,500	.....	28,500
20 New York City.	Sheet and sewer laborers.	(4) Jan. 7-Sept. 30.	4	850	.....	850	24,650	.....	24,650
21 Rochester.	Shoe cutters.	(12) June 1-Sept. 3.	37	1,154	.....	1,154	23,562	.....	23,562
22 Syracuse.	Garment makers.	(12) June 1-Sept. 3.	37	1,300	.....	1,300	21,800	.....	21,800
23 New York City.	Phinbar helpers.	(12) May 2-21.	3	1,200	.....	1,200	21,000	.....	21,000
24 New York City.	Neckwear makers.	(12) Oct. 2-9.	1	3,000	.....	3,000	21,000	.....	21,000
25 Schenectady.	Boilermakers and <i>others</i> .	(2) Dec. 7-29.	3	748	338	1,086	13,838	6,253	20,091
26 Jamestown.	Metal workers.	(2) May 7-July 16.	9½	322	.....	322	18,998	.....	18,998
28 Buffalo.	Building laborers.	(12) May 19-June 9.	3	1,000	.....	1,000	18,000	.....	18,000

29	New York City.....	(2) Sept. 5-Oct. 8.....	5	700	.....	868	700	16 200	.....	16,200
30	New York City.....	(4) May 23-June 8.....	2	132	.....	.....	1,000	1,980	.....	15,000
31	New York City.....	(9) July 29-Aug. 5.....	1	2,000	.....	.....	2,000	14,000	.....	14,000
32	New York City.....	(13) April 2-17.....	2	750	.....	.....	750	12,000	.....	12,000
33	New York City.....	(9) May 13-Aug. 13.....	13	150	.....	.....	150	11,850	.....	11,850
	Tinware makers.....									
	Shoe makers.....									
	Vest makers.....									
	Boatmen.....									
	Shirt waist makers.....									

\* That is, those in which the aggregate time lost was 10,000 or more working days.

TABLE III.—NUMBER OF DISPUTES, ESTABLISHMENTS, EMPLOYEES AFFECTED AND DAYS LOST.

INDUSTRIES.	Number of disputes.	NUMBER OF ESTABLISHMENTS.		NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Affected.	Closed.	Before disputes.	Directly concerned.	Indirectly affected.	Total number involved.	Directly concerned.	Indirectly concerned.	Total.
I. STONE, CLAY AND GLASS PRODUCTS.										
Stone.....	1	1	.....	103	44	13	57	132	39	171
Cement and sand.....	2	2	1	540	198	10	208	157	15	172
Brick.....	8	27	22	2,330	2,224	38	2,262	20,359	1,208	21,567
Glass.....	2	18	.....	749	529	.....	529	5,643	.....	5,543
Total.....	13	48	23	3,722	2,995	61	3,056	26,191	1,262	27,453
II. METALS, MACHINES AND CONVEYANCES.										
Gas and electric fixtures.....	1	1	1	60	60	.....	60	90	.....	90
Brass and aluminum.....	1	1	.....	200	25	20	45	75	60	135
Sheet metal work.....	3	20	1	1,441	1,024	.....	1,024	17,244	.....	17,244
Iron mining.....	1	1	.....	100	53	27	80	159	81	240
Rolling mill.....	1	1	.....	1,251	40	.....	40	480	.....	480
Cutlery.....	1	1	.....	287	103	73	176	1,030	730	1,760
Stoves and radiators.....	2	2	1	550	235	215	450	4,590	3,210	7,800
Machinery.....	7	30	.....	5,451	2,452	.....	2,452	51,139	.....	51,139
Iron foundries.....	13	24	4	3,189	1,402	763	2,165	22,384	2,755	25,139
Electrical apparatus.....	1	1	.....	1,150	300	800	1,100	900	2,400	3,300
Automobiles, locomotives, etc.....	9	9	.....	19,484	2,102	960	3,062	20,030	10,885	30,915
Ship building.....	1	1	.....	1,800	300	.....	300	6,300	.....	6,300
Other iron and metal products.....	5	9	5	2,784	565	65	630	20,681	205	20,886
Total.....	46	101	12	37,747	8,661	2,923	11,584	145,102	20,326	165,428
III. WOOD MANUFACTURES.										
Cooperage.....	1	1	1	850	850	.....	850	3,825	.....	3,825
Wood working.....	3	16	10	588	250	.....	250	6,800	.....	6,800
Corks and fiber goods.....	2	2	1	247	22	.....	22	120	.....	120
Total.....	6	19	12	1,685	1,122	.....	1,122	10,745	.....	10,745
IV. LEATHER AND RUBBER GOODS.										
Leather.....	2	2	.....	153	47	.....	47	166	.....	166
Trunks and suit cases.....	2	37	37	800	800	.....	800	52,250	.....	52,250
Shoes.....	3	6	1	3,178	298	910	1,208	25,722	13,650	39,372
Buttons and hair goods.....	5	5	3	309	149	.....	149	3,159	.....	3,159
Total.....	12	50	41	4,440	1,294	910	2,204	81,297	13,650	94,947
VI. PAPER AND PULP.										
Pulp mill.....	1	1	.....	113	64	31	95	320	155	475
Pulp and paper mills.....	3	9	7	2,928	1,886	297	2,183	121,799	19,029	140,828
Paper mill.....	1	1	1	153	120	33	153	1,440	297	1,737
Total.....	5	11	8	3,194	2,070	361	2,431	123,559	19,481	143,040
VII. PRINTING AND PAPER GOODS										
Paper bags.....	1	1	1	345	313	32	345	5,321	544	5,865
Lithographing and engraving.....	2	4	3	165	45	.....	45	502	.....	502
Total.....	3	5	4	510	358	32	390	5,823	544	6,367
VIII. TEXTILES.										
Silk.....	2	2	1	162	133	.....	133	1,180	.....	1,180
Rugs and Shoddy.....	2	4	4	216	153	63	216	3,881	315	4,196
Cotton goods.....	1	1	.....	378	41	36	77	123	108	231
Knitting mills.....	4	5	1	3,882	547	137	684	1,616	3,283	4,899
Other textiles.....	3	10	8	595	195	50	245	7,864	200	8,064
Jute mill.....	1	1	1	1,950	1,950	.....	1,950	136,500	.....	136,500
Total.....	13	23	15	7,183	3,019	286	3,305	151,164	3,906	155,070

Table III.—Number of Disputes, Establishments, Employees Affected and Days Lost — Concluded.

INDUSTRIES.	Number of disputes.	NUMBER OF ESTABLISHMENTS.		NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Affected.	Closed.	Before dispute	Directly concerned.	Indirectly affected.	Total number involved.	Directly concerned.	Indirectly concerned.	Total.
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.										
Men's clothing.....	9	667	665	28,089	20,739	7,100	27,839	415,830	142,200	558,030
Men's furnishings.....	2	93	92	3,024	3,016		3,016	21,016		21,016
Women's and children's clothing.....	9	1,081	706	113,456	95,456	3,000	98,456	3,591,432	79,500	3,670,932
Women's white goods.....	2	2		372	180		180	3,240		3,240
Hats and caps.....	4	5	1	1,640	612	97	709	3,884	1,164	5,048
Laundrying.....	1	300		250	250		250	2,125		2,125
Total.....	27	2,148	1,464	146,831	120,253	10,197	130,450	4,037,527	222,864	4,260,391
X. FOOD, LIQUORS AND TOBACCO.										
Sugar refineries.....	4	4		5,196	3,338	252	3,590	90,123	8,942	99,065
Groceries and provisions.....	4	512	500	1,026	806		806	6,048		6,048
Bakeries.....	5	267	41	2,336	1,230	6	1,236	63,862	85	63,947
Breweries.....	1	7	7	389	389		389	1,750		1,750
Cigars.....	1	1		380	247	57	304	1,729	399	2,128
Total.....	15	791	548	9,327	6,010	315	6,325	163,512	9,426	172,938
XI. WATER, LIGHT AND POWER.										
Gas and electric light plant.....	1	1		20	20		20	40		40
XII. BUILDING INDUSTRY.										
Building (general).....	22	209	134	29,311	27,940	333	28,273	255,543	1,587	257,130
Carpentry.....	9	122	107	1,531	1,478		1,478	11,084		11,084
Painting and paper hanging.....	7	96	46	925	569		569	9,252		9,252
Plumbing and steam fitting.....	8	575	86	4,852	3,206	146	3,352	220,328	4,232	224,560
Sheet metal working.....	3	121	94	1,861	1,859	1	1,860	43,294	1	43,295
Electrical construction.....	3	23	10	115	109	6	115	3,138		3,138
Road and track construction.....	4	4		2,105	1,412	369	1,781	7,004	2,009	9,013
Barge canal construction.....	3	3		320	85	25	110	25	12	37
Street and sewer construction, etc.....	8	24	19	2,494	1,604	20	1,624	29,262	20	29,282
Excavating and dredging.....	3	3		250	125		125	175		175
Other building work.....	9	51	15	3,360	1,727		1,727	68,734		68,734
Total.....	79	1,231	511	47,124	40,114	900	41,014	647,839	7,861	655,700
XIII. TRANSPORTATION AND COMMUNICATION.										
Cab and automobile driving, etc.....	4	28	12	266	243		243	1,254		1,254
Street railways.....	2	2	2	1,050	750	300	1,050	2,625	1,425	4,050
Marine transportation.....	3	10	5	1,341	891		891	13,847		13,847
Track and signal repairing.....	6	6	4	2,785	1,537		1,537	51,067		51,067
Freight and baggage handling.....	5	5	3	238	170		170	255		255
Ice and coal handling.....	4	43	40	587	423		423	7,799		7,799
Lumber handling.....	1	1		70	40		40	160		160
Milk delivering.....	1	1		212	72		72	432		432
Messenger service.....	1	1		69	24		24	24		24
Total.....	27	97	66	6,618	4,150	300	4,450	77,463	1,425	78,888
XIV. TRADE.										
Total.....	2	123		710	435		435	12,115		12,115
XVI. PROFESSIONS.										
Total.....	1	2	2	136	102	34	136	204	68	272
Grand Total.....	250	4,650	2,706	269,247	190,603	16,319	206,922	5,482,581	300,813	5,783,394

TABLE IV.—CAUSES OF DISPUTES COMBINED WITH RESULTS.

(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DI- RECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly con- cerned.
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	
I. INCREASE IN WAGES.							
I. STONE, CLAY AND GLASS PRODUCTS.							
Stone.....	(1) 44			1	44	13	132
Cement and sand.....		(2) 198		2	198	10	157
Brick.....	(1) 20	(2) 443	(2) 601	5	1,064	38	3,029
Glass.....			(1) 29	1	29		43
Total.....	(2) 64	(4) 641	(3) 630	9	1,335	61	3,361
II. METALS, MACHINES AND CON- VEYANCES.							
Sheet metal work.....	(1) 24		(1) 700	2	724		16,344
Iron mining.....	(1) 53			1	53	27	159
Stoves and radiators.....			(1) 130	1	130	20	3,120
Machinery.....	(1) 142		(2) 2,145	3	2,287		50,472
Iron foundries.....	(2) 147	(2) 109	(6) 717	10	973	111	20,071
Other iron and metal products.....		(1) 65		1	65		1,040
Total.....	(5) 366	(3) 174	(10) 3,692	18	4,232	158	91,206
III. WOOD MANUFACTURES.							
Cooperage.....			(1) 850	1	850		3,825
Wood working.....			(1) 18	1	18		468
Corks and fiber goods.....	(1) 10			1	10		
Total.....	(1) 10		(2) 868	3	878		4,293
IV. LEATHER AND RUBBER GOODS.							
Leather.....		(2) 47		2	47		166
Trunks and suit cases.....			(1) 650	1	650		44,600
Shoes.....		(1) 12		1	12	42	180
Total.....		(2) 59	(1) 650	4	709	42	44,946
VI. PAPER AND PULP.							
Pulp and paper mills.....			(2) 123	2	123		330
Paper mill.....	(1) 120			1	120	33	1,440
Total.....	(1) 120		(2) 123	3	243	33	1,770
VII. PRINTING AND PAPER GOODS.							
Paper bags.....			(1) 313	1	313	32	5,321
Lithographing and engraving.....			(1) 23	1	23		414
Total.....			(2) 336	2	336	32	5,735
VIII. TEXTILES.							
Rugs and shoddy.....	(1) 76			1	76		3,496
Knitting mills.....	(2) 48			2	48	7	67
Other textiles.....	(1) 50			1	50	50	450
Jute mill.....	(1) 1,950			1	1,950		136,500
Total.....	(5) 2,124			5	2,124	57	140,513
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.							
Men's clothing.....		(3) 11,300	(1) 2,600	4	13,900	6,600	239,750
Men's furnishings.....		(1) 16		1	16		16
Women's and children's clothing.....		(3) 2,966	(1) 22,000	4	24,966	3,000	632,477
Women's white goods.....			(1) 150	1	150		3,000
Hats and caps.....		(1) 250		1	250		400
Laundry.....		(1) 250		1	250		2,125
Total.....		(9) 14,782	(3) 24,750	12	39,532	9,600	877,768



Table IV.—Cases of Disputes, Combined with Results — Continued.  
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly concerned
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	
I. INCREASE IN WAGES — Concluded.							
X. FOOD, LIQUORS AND TOBACCO.							
Sugar refineries.....		(1) 450		1	450		225
Groceries and provisions.....		(1) 600	(1) 60	2	660		3,880
Bakeries.....	(1) 225			1	225		6,235
Breweries.....		(1) 389		1	389		1,750
Cigars.....	(1) 247			1	247	57	1,729
Total.....	(2) 472	(3) 1,439	(1) 60	6	1,971	57	13,819
XII. BUILDING INDUSTRY.							
Building (general).....	(3) 351	(6) 256	(3) 1,818	12	2,425	14	37,446
Carpentry.....		(5) 872	(2) 315	7	1,187		10,969
Painting and paper hanging.....		(2) 130	(5) 439	7	569		9,252
Plumbing and steam fitting.....	(1) 1,200		(5) 1,980	6	3,180	140	220,016
Sheet metal working.....		(1) 11	(1) 48	2	59	1	947
Electrical construction.....	(1) 53		(1) 16	2	69	6	2,898
Road and track construction.....	(1) 1,266			1	1,266	369	6,858
Barge canal construction.....	(1) 10			1	10	25	5
Street and sewer construction, etc.....	(3) 476		(2) 923	5	1,399	20	28,957
Excavating and dredging.....	(1) 75		(1) 20	2	95		145
Other building work.....	(4) 693	(1) 250	(1) 250	6	1,193		40,056
Total.....	(15) 4,124	(15) 1,519	(21) 5,809	51	11,452	575	357,549
XIII. TRANSPORTATION AND COM- MUNICATION.							
Cab and automobile driving, etc.....			(1) 80	1	80		480
Street railways.....			(1) 250	1	250	150	2,125
Marine transportation.....	(1) 750	(1) 50		2	800		12,300
Track and signal repairing.....	(3) 275	(1) 50	(1) 1,162	5	1,487		50,817
Freight and baggage handling.....	(2) 120	(1) 23	(2) 27	5	170		255
Ice and coal handling.....	(2) 33		(2) 390	4	423		7,799
Milk delivering.....	(1) 72			1	72		432
Messenger service.....			(1) 24	1	24		24
Total.....	(9) 1,250	(3) 123	(8) 1,933	20	3,306	150	74,232
XIV. TRADE.							
Trade.....	(1) 325			1	325		9,425
GRAND TOTAL.....	(41) 8,855	(40) 18,737	(53) 38,851	134	66,443	10,765	1,624,617
II. REDUCTION OF WAGES.							
II. METALS, MACHINES AND CON- VEYANCES.							
Automobiles, locomotives, etc.....		(1) 120		1	120		120
VIII. TEXTILES.							
Silk.....	(1) 37			1	37		1,036
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.							
Women's white goods.....	(1) 30			1	30		240
XII. BUILDING INDUSTRY.							
Street and sewer construction, etc.....	(1) 70			1	70		35
Other building work.....	(1) 33			1	33		165
Total.....	(2) 103			2	103		200
GRAND TOTAL.....	(4) 170	(1) 120		5	290		1,596

Table IV.—Causes of Disputes, Combined with Results — Continued.  
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DI- RECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly con- cerned.
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	
III. REDUCTION OF HOURS.							
I. STONE, CLAY AND GLASS PRODUCTS.							
Glass.....	(1)	500			1	500	5,500
II. METALS, MACHINES AND CON- VEYANCES.							
Gas and electric fixtures.....		(1)	60		1	60	90
Automobiles, locomotives, etc.....	(2)	400			2	400	2,500
Other iron and metal products.....		(1)	79	(1)	2	401	19,235
Total.....	(2)	400	(2)	139	(1)	322	5,861
III. WOOD MANUFACTURES.							
Wood working.....		(1)	110	(1)	2	232	6,332
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.							
Men's clothing.....	(1)	150			1	150	1,800
XII. BUILDING INDUSTRY.							
Building (general).....			(1)	71	1	71	142
Plumbing and steam fitting.....		(2)	26		2	26	6,312
Total.....		(2)	26	(1)	3	97	6,454
XIII. TRANSPORTATION AND COM- MUNICATION.							
Marine transportation.....	(1)	91			1	91	1,547
XIV. TRADE.....			(1)	110	1	110	2,690
GRAND TOTAL.....	(5)	1,141	(5)	275	(4)	2,041	6,40,148

**IV. LONGER HOURS.**

II. METALS, MACHINES AND CON- VEYANCES.								
Machinery.....	(1)	75			1	75	150	
Automobiles, locomotives, etc.....	(1)	18			1	18	126	
Total.....	(2)	93			2	93	276	
VI. PAPER AND PULP.								
Pulp mill.....	(1)	64			1	64	31	320
IX. CLOTHING, MILLINERY; LAUN- DRY, ETC.								
Women's clothing.....		(1)	150		1	150		1,700
GRAND TOTAL.....	(3)	157	(1)	150	4	307	31	2,296

**V. TRADE UNIONISM.**

II. METALS, MACHINES AND CON- VEYANCES.							
Machinery.....	(1)	17	.....	1	17	.....	408
Automobiles, locomotives, etc.....	(1) 242	(1) 60	.....	2	302	622	1,932
Total.....	(1) 242	(2) 77	.....	3	319	622	2,340

Table IV.—Causes of Disputes, Combined with Results — Continued.  
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DI- RECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly con- cerned.
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	
V. TRADE UNIONISM — Concluded.							
IV. LEATHER AND RUBBER GOODS.							
Trunks and suit cases.....			(1) 150	1	150		7,650
Shoes.....	(1) 154			1	154		23,562
Buttons and hair goods.....	(3) 91	(1) 30		4	121		1,867
Total.....	(4) 245	(1) 30	(1) 150	6	425		33,079
VII. PRINTING AND PAPER GOODS.							
Lithographing and engraving.....	(1) 22			1	22		88
VIII. TEXTILES.							
Other textiles.....			(1) 124	1	124		7,372
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.							
Men's clothing.....	(1) 743	(3) 5,946		4	6,689	500	174,280
Men's furnishings.....		(1) 3,000		1	3,000		21,000
Women's and children's clothing.....	(2) 225	(2) 70,115		4	70,340		2,957,255
Total.....	(3) 968	(6) 79,061		9	80,029	500	3,152,535
X. FOOD, LIQUORS AND TOBACCO.							
Groceries and provisions.....	(2) 146			2	146		2,168
Bakeries.....	(1) 900	(2) 58	(1) 47	4	1,005	6	57,627
Total.....	(3) 1,046	(2) 58	(1) 47	6	1,151	6	59,795
XII. BUILDING INDUSTRY.							
Building (general).....	(5) 287	(3) 25,082		8	25,369	319	216,830
Sheet metal working.....			(1) 1,800	1	1,800		42,347
Electrical construction.....		(1) 40		1	40		240
Street and sewer construction, etc.....		(1) 15		1	15		30
Other building work.....			(1) 475	1	475		28,500
Total.....	(5) 287	(5) 25,137	(2) 2,275	12	27,699	319	287,947
XIII. TRANSPORTATION AND COM- MUNICATION.							
Cab and automobile driving, etc.....		(2) 145		2	145		756
Street railways.....	(1) 500			1	500	150	500
Total.....	(1) 500	(2) 145		3	645	150	1,256
GRAND TOTAL.....	(18) 3,316	(18) 104,508	(5) 2,596	41	110,414	1,597	3,544,412

**VI. EMPLOYMENT OF PARTICULAR PERSONS.**

I. METALS, MACHINES AND CON- VENIENCES.							
Brass and aluminum	(1) 25			1	25	20	75
Rolling mill	(1) 40			1	40		480
Cutlery	(1) 103			1	103	78	1,030
Iron foundries		(1) 13		1	13	38	13
Electrical apparatus	(1) 300			1	300	800	900
Total	(4) 468	(1) 13		5	481	931	2,498
IV. LEATHER AND RUBBER GOODS.							
Buttons and hair goods	(1) 28			1	28		1,292
VI. PAPER AND PULP.							
Pulp and paper mills			(1) 1,763	1	1,763	297	121,469

Table IV.—Causes of Disputes, Combined with Results — Continued.  
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DI- RECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly concerned.
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	

#### VI. EMPLOYMENT OF PARTICULAR PERSONS — Concluded.

<b>VIII. TEXTILES.</b>							
Rugs and shoddy .....	(1)	77	.....	1	77	63	385
Knitting mills .....	(1)	19	.....	1	19	104	589
Total .....	(2)	96	.....	2	96	167	974
<b>X. FOOD, LIQUORS AND TOBACCO.</b>							
Sugar refineries .....	(1)	1,638	.....	1	1,638	182	75,348
<b>XII. BUILDING INDUSTRY.</b>							
Road and track construction .....	(2)	121	.....	2	121	.....	121
Barge canal construction .....	(1)	35	.....	1	35	.....	.....
Excavating and dredging .....	(1)	30	.....	1	30	.....	30
Other building work .....	(1)	26	.....	1	26	.....	13
Total .....	(5)	212	.....	5	212	.....	164
<b>XIII. TRANSPORTATION AND COMMUNICATION.</b>							
Track and signal repairing .....	(1)	50	.....	1	50	.....	250
Lumber handling .....	(1)	40	.....	1	40	.....	160
Total .....	(2)	90	.....	2	90	.....	410
<b>XVI. PROFESSIONS.</b>							
.....	(1)	102	.....	1	102	34	204
GRAND TOTAL .....	(13)	2,436	(4) 211 (1) 1,763	18	4,410	1,611	202,359

#### VII. WORKING ARRANGEMENTS.

<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>							
Brick .....	(3)	1,160	.....	3	1,160	.....	17,330
<b>II. METALS, MACHINES AND CONVEYANCES.</b>							
Sheet metal work .....	.....	.....	(1) 300	1	300	.....	900
Stoves and radiators .....	.....	.....	(1) 105	1	105	195	1,470
Machinery .....	(2)	73	.....	2	73	.....	109
Iron foundries .....	(2)	416	.....	2	416	614	2,300
Automobiles, locomotives, etc. ....	(2)	776	.....	2	776	338	13,894
Ship building .....	.....	.....	(1) 300	1	300	.....	6,300
Other iron and metal products .....	(2)	99	.....	2	99	65	406
Total .....	(6)	588	(2) 776 (3) 705	11	2,069	1,212	25,379
<b>III. WOOD MANUFACTURES.</b>							
Corks and fiber goods .....	(1)	12	.....	1	12	.....	120
<b>IV. LEATHER AND RUBBER GOODS</b>							
Shoes .....	(1)	132	.....	1	132	868	1,980
<b>VIII. TEXTILES.</b>							
Silk .....	(1)	96	.....	1	96	.....	144
Cotton goods .....	(1)	41	.....	1	41	26	123
Knitting mills .....	(1)	490	.....	1	490	36	930
Other textiles .....	(1)	21	.....	1	21	.....	42
Total .....	(1)	490	(3) 158	4	638	62	1,269

Table IV.—Causes of Disputes, Combined with Results—Concluded.  
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DI- RECTLY CONCERNED.			TOTAL NUMBER OF —			
	WON BY —		Com- promised or in- definite.	Disputes.	EMPLOYEES CONCERNED.		Days work lost by those directly con- cerned.
	Employ- ers.	Work- men.			Di- rectly.	Indi- rectly.	

#### VII. WORKING ARRANGEMENTS—Concluded.

<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>							
Hats and caps.....	(3)	362			3	362	97
<b>X. FOOD, LIQUORS AND TOBACCO.</b>							
Sugar refineries.....			(1)	800	1	800	40
<b>XI. WATER, LIGHT AND POWER.</b>							
Gas and electric light plant.....	(1)	20			1	20	40
<b>XII. BUILDING INDUSTRY.</b>							
Building (general).....	(1)	75			1	75	1,125
<b>XIII. TRANSPORTATION AND COMMUNICATION.</b>							
Cab and automobile driving, etc....	(1)	18			1	18	18
GRAND TOTAL.....	(15)	2,485	(8)	1,296	(4)	1,505	27
							5,286
							2,279
							60,345

#### VIII. PAYMENT OF WAGES.

<b>XII. BUILDING INDUSTRY.</b>							
Road and track construction.....		(1)	25		1	25	25
Barge canal construction.....	(1)	40			1	40	20
Street and sewer construction, etc....	(1)	120			1	120	240
Total.....	(2)	160	(1)	25	3	185	285

#### IX. SYMPATHETIC.

<b>II. METALS, MACHINES AND CONVEYANCES.</b>							
Automobiles, locomotives, etc.....		(1)	486		1	486	1,458
<b>X. FOOD, LIQUORS AND TOBACCO.</b>							
Sugar refineries.....	(1)	450			1	450	30
<b>XII. BUILDING INDUSTRY.</b>							
Carpentry.....	(1)	280	(1)	11	2	291	115
GRAND TOTAL.....	(2)	730	(2)	497	4	1,227	30
							6,523
GRAND TOTAL—All Causes.....	(103)	19,444	(80)	125,811	(67)	45,340	250
							190,603
							16,319
							5,482,581

TABLE V.—RESULTS

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Empley- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>						
Stone.....	1	1	44	132		
Cement and sand.....					2	2
Brick.....	4	16	1,180	18,010	2	6
Glass.....	1	17	500	5,500		
Total.....	6	34	1,724	23,642	4	8
<b>II. METALS, MACHINES AND CONVEY- ANCES.</b>						
Gas and electric fixtures.....					1	1
Brass and aluminum.....	1	1	25	75		
Sheet metal work.....	1	1	24	144		
Iron mining.....	1	1	53	159		
Rolling mill.....	1	1	40	480		
Cutlery.....	1	1	103	1,030		
Stoves and radiators.....						
Machinery.....	4	4	290	7,501	1	1
Iron foundries.....	4	4	563	6,627	3	3
Electrical apparatus.....	1	1	300	900		
Automobiles, locomotives, etc.....	4	4	660	4,078	5	5
Ship building.....						
Other iron and metal products.....	2	2	99	406	2	6
Total.....	20	20	2,157	21,400	12	16
<b>III. WOOD MANUFACTURES.</b>						
Cooperage.....						
Wood working.....					1	1
Corks and fiber goods.....	2	2	22	120		
Total.....	2	2	22	120	1	1
<b>IV. LEATHER AND RUBBER GOODS.</b>						
Leather.....					2	2
Trunks and suit cases.....						
Shoes.....	2	5	286	25,542	1	1
Buttons and hair goods.....	4	4	119	2,739	1	1
Total.....	6	9	405	28,281	4	4
<b>VI. PAPER AND PULP.</b>						
Pulp mill.....	1	1	64	320		
Pulp and paper mills.....						
Paper mill.....	1	1	120	1,440		
Total.....	2	2	184	1,760		
<b>VII. PRINTING AND PAPER GOODS.</b>						
Paper bags.....						
Lithographing and engraving.....	1	1	22	88		
Total.....	1	1	22	88		
<b>VIII. TEXTILES.</b>						
Silk.....	1	1	37	1,036	1	1
Rugs and shoddy.....	1	3	76	3,496	1	1
Cotton goods.....					1	1
Knitting mills.....	3	4	528	1,027	1	1
Other textiles.....	1	1	60	450	1	1
Jute mill.....	1	1	1,950	136,500		
Total.....	7	10	2,641	142,509	5	5

## OF DISPUTES.

ERS.		COMPROMISED OR INDEFINITE.				GRAND TOTAL.			
Em- ployees directly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Em- ployees directly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Em- ployees directly affected.	Days lost by those directly affected.
198	157	2				1	1	44	132
443	878	1	5	601	1,471	2	2	198	157
		1	1	29	43	8	27	2,224	20,359
						2	18	529	5,543
641	1,035	3	6	630	1,514	13	48	2,995	26,191
60	90					1	1	60	90
						1	1	25	75
		2	19	1,000	17,100	3	20	1,024	17,244
						1	1	53	159
						1	1	40	480
						1	1	103	1,030
		2	2	235	4,590	2	2	235	4,590
17	408	2	25	2,145	43,230	7	30	2,452	51,139
122	523	6	17	717	15,234	13	24	1,402	22,384
						1	1	300	900
1,442	15,952	1	1	300	6,300	9	9	2,102	20,030
144	1,277	1	1	322	18,998	1	1	300	6,300
						5	9	565	20,681
1,785	18,250	14	65	4,719	105,452	46	101	8,661	145,102
110	110	1	1	850	3,825	1	1	850	3,825
		2	15	140	6,690	3	16	250	6,800
						2	2	22	120
110	110	3	16	990	10,515	6	19	1,122	10,745
47	166					2	2	47	166
		2	37	800	52,250	2	37	800	52,250
12	180					3	6	298	25,722
30	420					5	5	149	3,159
89	766	2	37	800	52,250	12	50	1,294	81,297
						1	1	64	320
		3	9	1,886	121,799	3	9	1,886	121,799
						1	1	120	1,440
		3	9	1,886	121,799	5	11	2,070	123,559
		1	1	313	5,321	1	1	313	5,321
		1	3	23	414	2	4	45	502
		2	4	336	5,735	3	5	358	5,823
96	144					2	2	133	1,180
77	385					2	4	163	3,881
41	123					1	1	41	123
19	589					4	5	547	1,616
21	42	1	8	124	7,372	3	10	195	7,864
						1	1	1,960	136,500
254	1,283	1	8	124	7,372	13	23	3,019	151,164

Table V.—Results of

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Empley- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
<b>IX. CLOTHING, MILLINERY, LAUNDRY, Etc.</b>						
Men's clothing.....	2	27	893	49,346	6	530
Men's furnishings.....					2	93
Women's and children's clothing.....	2	2	225	13,575	6	704
Women's white goods.....	1	1	30	240		
Hats and caps.....					4	5
Laundering.....					1	300
Total.....	5	30	1,148	63,161	19	1,632
<b>X. FOOD, LIQUORS AND TOBACCO.</b>						
Sugar refineries.....	2	2	2,088	80,298	1	1
Groceries and provisions.....	2	3	146	2,168	1	500
Bakeries.....	2	231	1,135	61,935	2	8
Breweries.....					1	7
Cigars.....	1	1	247	1,729		
Total.....	7	237	3,606	146,130	5	516
<b>XI. WATER, LIGHT AND POWER.</b>						
Gas and electric light plant.....	1	1	20	40		
<b>XII. BUILDING INDUSTRY.</b>						
Building (general).....	9	39	713	9,335	9	128
Carpentry.....	1	*	280		6	88
Painting and paper hanging.....					2	22
Plumbing and steam fitting.....	1	420	1,200	21,600	2	9
Sheet metal working.....					1	5
Electrical construction.....		7	53	1,650	1	10
Road and track construction.....	3	3	1,387	6,979	1	1
Barge canal construction.....	3	3	85	25		
Street and sewer construction, etc.....	5	6	668	1,808	1	1
Excavating and dredging.....	2	2	105	105		
Other building work.....	6	20	762	35,234	1	1
Total.....	31	500	5,241	76,736	24	265
<b>XIII. TRANSPORTATION AND COMMUNI- CATION.</b>						
Cab and automobile driving, etc.....	1	1	18	18	2	12
Street railways.....	1	1	500	500		
Marine transportation.....	2	9	841	13,547	1	1
Track and signal repairing.....	4	4	325	9,135	1	1
Freight and baggage handling.....	2	2	120	190	1	1
Ice and coal handling.....	2	2	33	79		
Lumber handling.....	1	1	40	160		
Milk delivering.....	1	1	72	432		
Messenger service.....						
Total.....	14	21	1,949	24,061	5	15
<b>XIV. TRADE.</b>	1	85	325	9,425		
<b>XVI. PROFESSIONS.</b>					1	2
<b>GRAND TOTAL</b> .....	103	952	19,444	537,353	80	2,464

\* Not reported.



## Disputes — Concluded.

ERS.		COMPROMISED OR INDEFINITE.				GRAND TOTAL.			
Em- ployees directly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Em- ployees directly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Em- ployees directly affected.	Days lost by those directly affected.
17,246	332,534	1	110	2,600	33,950	9	667	20,739	415,830
3,016	21,016	.....	.....	.....	.....	2	93	3,016	21,016
73,231	2,992,873	1	375	22,000	584,984	9	1,081	95,456	3,591,432
.....	.....	1	1	150	3,000	2	2	180	3,240
612	3,884	.....	.....	.....	.....	4	6	612	3,884
250	2,125	.....	.....	.....	.....	1	300	250	2,125
94,355	3,352,432	3	486	24,750	621,934	27	2,148	120,253	4,037,527
450	225	1	1	800	9,600	4	4	3,338	90,123
600	3,700	1	9	60	180	4	512	806	6,048
58	1,833	1	28	47	94	5	267	1,230	63,862
389	1,750	.....	.....	.....	.....	1	7	389	1,750
.....	.....	.....	.....	.....	.....	1	1	247	1,720
1,497	7,508	3	38	907	9,874	15	791	6,010	163,512
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	.....	1	1	20	40
25,338	219,064	4	42	1,889	27,144	22	209	27,940	255,543
883	7,109	2	34	315	3,975	9	122	1,478	11,084
130	310	5	74	439	8,942	7	96	569	9,252
26	312	5	146	1,980	198,416	8	575	3,206	220,328
11	11	2	116	1,848	43,283	3	121	1,859	43,294
40	240	1	6	16	1,248	3	23	109	3,138
25	25	.....	.....	.....	.....	4	4	1,412	7,004
.....	.....	.....	.....	.....	.....	3	3	85	25
15	30	2	17	923	27,424	8	24	1,604	29,262
.....	.....	1	1	20	70	3	3	125	175
250	250	2	30	725	33,250	9	51	1,727	68,784
26,718	227,351	24	466	8,155	343,752	79	1,231	40,114	647,830
145	756	1	15	86	480	4	28	243	1,254
.....	.....	1	1	250	2,125	2	2	750	2,625
50	300	.....	.....	.....	.....	3	10	891	13,847
50	100	1	1	1,162	41,832	6	6	1,637	51,687
23	46	2	2	27	19	5	5	170	255
.....	.....	2	41	390	7,720	4	43	423	7,799
.....	.....	.....	.....	.....	.....	1	1	40	160
.....	.....	.....	.....	.....	.....	1	1	72	432
.....	.....	1	1	24	24	1	1	24	24
268	1,202	8	61	1,933	52,200	27	97	4,150	77,463
.....	.....	1	38	110	2,690	2	123	435	12,115
102	204	.....	.....	.....	.....	1	2	102	204
125,819	3,610,141	67	1,234	45,340	1,335,087	250	4,650	190,603	5,482,861

TABLE VI.—MODE OF SET

(Figures in parentheses indi

INDUSTRIES.	NUMBER OF WORKERS	
	Direct negotiations of the parties or their representatives.	Return to work on employers' terms.
<b>I. STONE, CLAY AND GLASS PRODUCTS.</b>		
Stone.....	(1)	57
Cement and sand.....	(2) 208	
Brick.....	(4) 1,047 (4)	1,215
Glass.....	(1) 29 (1)	500
Total.....	(7) 1,284	(6) 1,772
<b>II. METALS, MACHINES AND CONVEYANCES.</b>		
Gas and electric fixtures.....	(1) 60	
Brass and aluminum.....	(1) 45	
Sheet metal work.....	(2) 1,000 (1)	24
Iron mining.....		(1) 80
Rolling mill.....		(1) 40
Cutlery.....		(1) 176
Stoves and radiators.....	(2) 450	
Machinery.....	(2) 962 (4)	1,348
Iron foundries.....	(7) 1,637	
Electrical apparatus.....	(1) 1,100	
Automobiles, locomotives, etc.....	(5) 2,230 (3)	814
Ship building.....	(1) 300	
Other iron and metal products.....	(3) 466 (2)	164
Total.....	(25) 8,250	(13) 2,646
<b>III. WOOD MANUFACTURES.</b>		
Cooperage.....	(1) 850	
Wood working.....	(2) 128	
Corks and fiber goods.....		
Total.....	(3) 978	
<b>IV. LEATHER AND RUBBER GOODS.</b>		
Leather.....	(2) 47	
Trunks and suit cases.....	(1) 150	
Shoes.....	(1) 54	
Buttons and hair goods.....	(1) 30 (1)	46
Total.....	(5) 281	(1) 46
<b>VI. PAPER AND PULP.</b>		
Pulp mill.....		
Pulp and paper mills.....	(1) 83 (1)	40
Paper mills.....		(1) 153
Total.....	(1) 83	(2) 193
<b>VII. PRINTING AND PAPER GOODS.</b>		
Paper bags.....		
Lithographing and engraving.....		
Total.....		
<b>VIII. TEXTILES.</b>		
Silk.....	(1) 96	
Rugs and shoddy.....	(1) 140 (1)	76
Cotton goods.....	(1) 77	
Knitting mills.....		(2) 55
Other textiles.....	(1) 21 (2)	224
Jute mill.....		
Total.....	(4) 334	(5) 355

## STATEMENT OF DISPUTES.

(state number of disputes.)

## DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED BY —

Displacement of strikers by new employees.	Conciliation by State Bureau of Mediation and Arbitration, trade board or mediation of third party.	ARBITRATION OF —		Other methods.	Total.
		Trade board.	Individuals.		
					(1) 57
					(2) 208
					(8) 2,262
					(2) 529
					(13) 3,056
					(1) 60
					(1) 45
					(3) 1,024
					(1) 80
					(1) 40
					(1) 176
					(2) 450
(1) 142					(7) 2,452
(3) 131	(3) 397				(13) 2,165
(1) 18					(1) 1,100
					(9) 3,062
					(1) 300
					(5) 630
(5) 291	(3) 397				(46) 11,584
(1) 122					(1) 850
(2) 22					(3) 250
(3) 144					(2) 22
					(6) 1,122
					(2) 47
(2) 1,154	(1) 650				(2) 800
(3) 73					(3) 1,208
(5) 1,227	(1) 650				(5) 149
					(12) 2,204
(1) 95					(1) 95
	(1) 2,060				(3) 2,183
					(1) 153
(1) 95	(1) 2,060				(5) 2,431
					(1) 345
(1) 22	(1) 23				(2) 45
(1) 22	(2) 368				(3) 390
(1) 37					(2) 133
					(2) 216
					(1) 77
	(1) 506		(1) 123		(4) 684
(1) 1,950					(3) 245
					(1) 1,950
(2) 1,987	(1) 506		(1) 123		(13) 3,305

Table VI.—Mode of Settlement  
(Figures in parentheses indi

INDUSTRIES.	NUMBER OF WORKERS	
	Direct negotiations of the parties or their representatives.	Return to work on employers' terms.
<b>IX. CLOTHING, MILLINERY, LAUNDRY, ETC.</b>		
Men's clothing.....	(6) 25,646	(2) 893
Men's furnishings.....	(2) 3,016	.....
Women's and children's clothing.....	(7) 98,231	(1) 150
Women's white goods.....	.....	.....
Hats and caps.....	(4) 708	.....
Laundrying.....	(1) 250	.....
Total.....	(20) 127,852	(3) 1,043
<b>X. FOOD, LIQUORS AND TOBACCO.</b>		
Sugar refineries.....	(1) 450	(1) 480
Groceries and provisions.....	(2) 660	.....
Bakeries.....	(2) 85	.....
Breweries.....	(1) 389	.....
Cigars.....	(1) 304	.....
Total.....	(7) 1,888	(1) 480
<b>XI. WATER, LIGHT AND POWER.</b>		
Gas and electric light plant.....	.....	(1) 20
<b>XII. BUILDING INDUSTRY.</b>		
Building (general).....	(10) 25,443	(5) 519
Carpentry.....	(8) 1,147	(2) 291
Painting and paper hanging.....	(5) 480	(2) 89
Plumbing and steam fitting.....	(7) 2,152	(1) 1,200
Sheet metal working.....	(2) 60	.....
Electrical construction.....	(3) 115	.....
Road and track construction.....	.....	(3) 1,760
Barge canal construction.....	(1) 40	.....
Street and sewer construction, etc.....	(2) 135	(3) 195
Excavating and dredging.....	.....	(1) 75
Other building work.....	(3) 603	(4) 629
Total.....	(39) 30,175	(21) 4,758
<b>XIII. TRANSPORTATION AND COMMUNICATION.</b>		
Cab and automobile driving, etc.....	(3) 225	.....
Street railways.....	.....	.....
Marine transportation.....	(1) 50	.....
Track and signal repairing.....	(1) 50	(4) 325
Freight and baggage handling.....	(2) 39	.....
Ice and coal handling.....	(1) 40	(1) 18
Lumber handling.....	.....	(1) 40
Milk delivering.....	.....	.....
Messenger service.....	(1) 24	.....
Total.....	(9) 428	(6) 383
<b>XIV. TRADE.....</b>	(1) 110	(1) 325
<b>XVI. PROFESSIONS.....</b>	(1) 136	.....
<b>GRAND TOTAL.....</b>	<b>(122) 171,799</b>	<b>(60) 12,021</b>

\* Force permanently reduced.

† Dispute referred by strikers to Justice of Supreme Court.

## of Disputes — Concluded.

cate number of disputes.)

## DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED BY —

Displacement of strikers by new employees.	Conciliation by State Bureau of Mediation and Arbitration, trade board or mediation of third party.	ARBITRATION OF —		Other methods	Total.
		Trade board.	Individuals.		
	(1) 1,300				(9) 27,839
					(2) 3,016
(1) 75					(9) 98,456
(1) 30	(1) 150				(2) 180
					(4) 709
					(1) 250
(2) 105	(2) 1,450				(27) 130,450
(1) 1,820	(1) 840				(4) 3,590
(2) 146					(4) 806
(2) 1,125	(1) 26				(5) 1,236
					(1) 389
					(1) 304
(5) 3,091	(2) 866				(15) 6,325
					(1) 20
(1) 20	(4) 2,056	(2) 235			(22) 28,273
(1) 40					(9) 1,478
					(7) 569
					(8) 3,352
	(1) 1,800				(3) 1,860
					(3) 115
(1) 21					(4) 1,781
(1) 35				(1)* 35	(3) 110
(1) 371	(2) 923				(8) 1,624
(2) 50					(3) 125
(1) 20	(1) 475				(9) 1,727
(8) 557	(8) 5,254	(2) 235		(1) 35	(79) 41,014
(1) 18	(1) 650			(1)† 400	(4) 243
(2) 841					(2) 1,060
	(1) 1,162				(3) 891
(3) 131					(6) 1,537
(1) 15	(1) 350				(5) 170
					(4) 423
(1) 72					(1) 40
					(1) 72
					(1) 24
(8) 1,077	(3) 2,162			(1) 400	(27) 4,450
					(2) 435
					(1) 136
(40) 8,596	(23) 13,713	(2) 235	(1) 123	(2) 435	(250) 206,922

who also acted for receiver of the company and for the city.

TABLE VII.—INDUSTRIAL DISPUTES, BY CITIES AND

LOCALITY.	Num- ber of dis- putes.	WORKERS AFFECTED.		AGGREGATE DAYS LOST.		
		Directly.	Indi- rectly.	Directly.	Indi- rectly.	Total.
Albany.....	9	1,322	475	9,633	6,733	16,366
Albany, Buffalo, Rochester and Yonkers.....	1	200		8,600		8,600
Albion.....	1	21		21		21
Amsterdam.....	1	11	7	22	7	29
Auburn.....	1	15		30		30
Ballston Spa.....	3	59	41	103	44	147
Batavia.....	1	11		132		132
Bay Shore.....	1	103		206		206
Blasdell.....	1	300		900		900
Buffalo.....	6	2,218		71,976		71,976
Camillus.....	1	103	73	1,030	730	1,760
Canandaigua.....	2	54		264		264
Cayuga.....	1	15		7		7
Chelsea.....	1	50		1,850		1,850
Clyde.....	1	10	25	5	12	17
Cohoes.....	3	115	139	4,765	4,414	9,179
Corning.....	2	40		54		54
Cornwall.....	1	18		72		72
Coxsackie.....	2	90		95		95
Delaware & Hudson Railroad.....	1	1,162		41,832		41,832
Dunkirk.....	2	527		1,622		1,622
Dutchess Junction.....	1	360		6,480		6,480
Eagle Harbor.....	1	35				
East Hampton.....	1	71		142		142
Elmira.....	2	134	65	254	205	459
Fishkill.....	1	750		9,000		9,000
Fort Montgomery.....	1	53	27	159	81	240
Fort Plain.....	1	20		160		160
Frankfort.....	1	130	20	3,120	480	3,600
Fulton.....	1	11		115		115
Glen Cove.....	1	300		1,200		1,200
Glens Falls.....	1	58	10	87	15	102
Gloversville.....	1	45	10	45	10	55
Gouverneur.....	1	21		42		42
Hastings-on-Hudson.....	2	129		487		487
Hudson Falls.....	2	396	32	5,611	544	6,155
Jamestown.....	2	469		20,762		20,762
Johnstown.....	2	47		166		166
Jones Point.....	1	140		70		70
Kingston.....	1	50		1,070		1,070
Little Falls.....	1	37		45		45
Lockport.....	2	64		2,627		2,627
Lowville.....	1	25		25		25
Massena.....	1	75		75		75
Maybrook.....	1	100		100		100
Mechanicville.....	3	411		374		374
Middletown.....	1	45	8	540	96	636
Morrisonville.....	1	64	31	320	155	475
Mount Morris.....	1	50		100		100
Mount Vernon and Tuckahoe.....	1	40		400		400
New Rochelle.....	1	50		150		150
New York City.....	83	163,704	11,721	4,947,653	246,783	5,194,436
Newburgh.....	7	460	215	6,167	1,719	7,886
Niagara Falls.....	3	64		790		790
Norwich.....	3	152		192		192

TOWNS, OCTOBER 1, 1909, TO SEPTEMBER 30, 1910.

## CAUSES OF DISPUTES.

INCREASE OF WAGES.		REDUCTION OF WAGES.		REDUCTION OF HOURS.		LONGER HOURS.		TRADE UNIONISM.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.
5	217							2	520
1	200								
1	11							1	15
2	46								
1	103			1	11				
5	1,475							1	743
2	54								
1	15								
1	10								
2	96								
2	40								
1	18								
1	40								
1	1,162								
1	41								
				1	71				
				1	110				
1	53								
1	20								
1	130								
1	300								
1	58								
1	45								
				1	79				
2	396								
1	147			1	322				
2	47								
1	140								
1	50								
1	37								
2	64								
1	75								
2	383								
1	45								
1	50								
1	40								
1	50								
37	50,422	2	150	5	911	2	168	25	108,256
3	130							1	21
3	64								
2	56								

Table VII.—Industrial Disputes, by Cities and Towns

LOCALITY.	CAUSES OF DISPUTES							
	EMPLOYMENT OF PARTICULAR PERSONS.		WORKING ARRANGEMENTS.		PAYMENT OF WAGES.		SYMPATHETIC.	
	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.
Albany.....			2	585				
Albany, Buffalo, Rochester and Yonkers.....								
Albion.....	1	21						
Amsterdam.....								
Auburn.....								
Ballston Spa.....	1	13						
Batavia.....								
Bay Shore.....								
Blasdell.....			1	300				
Buffalo.....								
Camillus.....	1	103						
Canandaigua.....								
Cayuga.....								
Chelsea.....			1	50				
Clyde.....								
Cohoes.....	1	19						
Corning.....								
Cornwall.....								
Coxsackie.....			1	50				
Delaware & Hudson Railroad								
Dunkirk.....							1	486
Dutchess Junction.....			1	360				
Eagle Harbor.....	1	35						
East Hampton.....								
Elmira.....			1	24				
Fishkill.....			1	750				
Fort Montgomery.....								
Fort Plain.....								
Frankfort.....								
Fulton.....							1	11
Glen Cove.....								
Glens Falls.....								
Gloversville.....								
Gouverneur.....			1	21				
Hastings-on-Hudson.....	1	50						
Hudson Falls.....								
Jamestown.....								
Johnstown.....								
Jones Point.....								
Kingston.....								
Little Falls.....								
Lockport.....								
Lowville.....					1	25		
Massena.....								
Maybrook.....	1	100						
Mechanicville.....			1	28				
Middletown.....								
Morrisville.....								
Mount Morris.....								
Mount Vernon and Tuckahoe								
New Rochelle.....								
New York City.....	2	1,740	8	1,487	1	120	1	450
Newburgh.....	1	77	2	232				
Niagara Falls.....								
Norwich.....			1	96				



October 1, 1909, to September 30, 1910 — Continued.

—Concluded.		RESULTS.							
MISCELLANEOUS.		TOTAL.		IN FAVOR OF—				COMPROMISED OR INDEFINITE.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	EMPLOYERS.		WORKERS.		Dis- putes.	Workers directly affected.
				Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.		
.....	.....	9	1,322	4	1,053	1	15	4	254
.....	.....	1	200	1	200	.....	.....	.....	.....
.....	.....	1	21	1	21	.....	.....	.....	.....
.....	.....	1	11	1	11	.....	.....	.....	.....
.....	.....	1	15	.....	.....	1	15	.....	.....
.....	.....	3	59	.....	.....	3	59	.....	.....
.....	.....	1	11	.....	.....	1	11	.....	.....
.....	.....	1	103	1	103	.....	.....	.....	.....
.....	.....	1	300	.....	.....	.....	.....	1	300
.....	.....	6	2,218	1	743	2	145	3	1,330
.....	.....	1	103	1	103	.....	.....	.....	.....
.....	.....	2	54	1	24	1	30	.....	.....
.....	.....	1	15	1	15	.....	.....	.....	.....
.....	.....	1	50	1	50	.....	.....	.....	.....
.....	.....	1	10	1	10	.....	.....	.....	.....
.....	.....	3	115	2	96	1	19	.....	.....
.....	.....	2	40	.....	.....	.....	.....	2	40
.....	.....	1	18	1	18	.....	.....	.....	.....
.....	.....	2	90	1	50	.....	.....	1	40
.....	.....	1	1,162	.....	.....	.....	.....	1	1,162
.....	.....	2	527	1	41	1	486	.....	.....
.....	.....	1	360	1	360	.....	.....	.....	.....
.....	.....	1	35	1	35	.....	.....	.....	.....
.....	.....	1	71	.....	.....	.....	.....	1	71
.....	.....	2	134	1	24	1	110	.....	.....
.....	.....	1	750	1	750	.....	.....	.....	.....
.....	.....	1	53	1	53	.....	.....	.....	.....
.....	.....	1	20	1	20	.....	.....	.....	.....
.....	.....	1	130	.....	.....	.....	.....	1	130
.....	.....	1	11	.....	.....	1	11	.....	.....
.....	.....	1	300	.....	.....	1	300	.....	.....
.....	.....	1	58	.....	.....	1	58	.....	.....
.....	.....	1	45	1	45	.....	.....	.....	.....
.....	.....	1	21	.....	.....	1	21	.....	.....
.....	.....	2	129	1	50	1	79	.....	.....
.....	.....	2	396	.....	.....	.....	.....	2	396
.....	.....	2	469	.....	.....	1	147	1	322
.....	.....	2	47	.....	.....	2	47	.....	.....
.....	.....	1	140	.....	.....	1	140	.....	.....
.....	.....	1	50	.....	.....	.....	.....	1	50
.....	.....	1	37	1	37	.....	.....	.....	.....
.....	.....	2	64	1	10	.....	.....	1	54
.....	.....	1	25	.....	.....	1	25	.....	.....
.....	.....	1	75	1	75	.....	.....	.....	.....
.....	.....	1	100	1	100	.....	.....	.....	.....
.....	.....	3	411	.....	.....	2	371	1	40
.....	.....	1	45	.....	.....	1	45	.....	.....
.....	.....	1	64	1	64	.....	.....	.....	.....
.....	.....	1	50	.....	.....	1	50	.....	.....
.....	.....	1	40	.....	.....	.....	.....	1	40
.....	.....	1	50	.....	.....	1	50	.....	.....
.....	.....	83	163,704	38	11,915	28	119,259	17	32,530
.....	.....	7	460	1	50	5	370	1	40
.....	.....	3	64	.....	.....	1	23	2	41
.....	.....	3	152	1	40	1	96	1	16

Table VII.—Industrial Disputes, by Cities and Towns

LOCALITY.	Number of disputes.	WORKERS AFFECTED.		AGGREGATE DAYS LOST.		
		Directly.	Indirectly.	Directly.	Indirectly.	Total.
Olean.....	1	15	6	180	72	252
Oneonta.....	1	60	10	60	10	70
Oswego.....	2	76	36	368	108	476
Palmer, Glens Falls, Niagara Falls, Fort Edward, Watertown, Ticonderoga and Piercefield.....	1	1,763	297	121,469	19,029	140,498
Piermont.....	1	120	33	1,440	297	1,737
Plattsburg.....	1	300	.....	2,400	.....	2,400
Port Chester.....	2	360	.....	4,860	.....	4,860
Rensselaer.....	1	20	.....	70	.....	70
Rochester.....	9	3,093	56	99,614	630	100,244
Rome.....	1	11	1	11	1	12
Roseton.....	1	514	.....	514	.....	514
Roslyn.....	1	33	.....	165	.....	165
Saratoga Springs.....	3	174	.....	1,504	.....	1,504
Schenectady.....	9	2,076	2,360	21,028	15,065	36,113
Schuylerville.....	1	40	.....	20	.....	20
Seneca Falls.....	2	98	.....	184	.....	184
South Rondout.....	1	44	13	132	39	171
Syracuse.....	10	2,001	172	26,940	520	27,460
Tonawanda and North Tonawanda.....	1	371	.....	1,428	.....	1,428
Troy.....	3	445	.....	12,945	.....	12,945
Troy, Green Island, Waterford, Cohoes and Watervliet.....	1	350	.....	7,700	.....	7,700
Utica.....	7	1,148	22	10,159	75	10,234
Verplanck.....	1	87	.....	957	.....	957
Warsaw.....	1	28	.....	1,292	.....	1,292
Westchester County.....	1	73	.....	2,774	.....	2,774
White Plains.....	1	45	45	360	360	720
Whitesboro.....	1	70	.....	35	.....	35
Yonkers.....	9	2,184	369	12,225	2,559	14,784
Total.....	250	190,603	16,319	5,482,581	300,813	5,783,394

October 1, 1909, to September 30, 1910 — Continued.

## CAUSES OF DISPUTES.

INCREASE OF WAGES.		REDUCTION OF WAGES.		REDUCTION OF HOURS.		LONGER HOURS.		TRADE UNIONISM.	
Dis-putes.	Workers directly affected.	Dis-putes.	Workers directly affected.	Dis-putes.	Workers directly affected.	Dis-putes.	Workers directly affected.	Dis-putes.	Workers directly affected.
1	60			1	15				
1	35								
1	120								
2	360			1	300				
1	20								
5	2,511			1	122			1	154
1	11								
1	514								
1	120	1	33					1	17
3	236	1	37	1	100			2	302
1						1	75		
5	44							2	122
1	1,749								
1	371								
2	405								
1	350								
5	1,082							1	40
1	87								
1	73								
1	45								
4	1,920	1	70					4	224
134	66,443	5	290	14	2,041	4	307	41	110,414

Table VII.—Industrial Disputes, by Cities and Towns

LOCALITY.	CAUSES OF DISPUTES							
	EMPLOYMENT OF PARTICULAR PERSONS.		WORKING ARRANGEMENTS.		PAYMENT OF WAGES.		SYMPATHETIC.	
	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.
Olean.....								
Oneonta.....								
Oswego.....			1	41				
Palmer, Glens Falls, Niagara Falls, Ft. Edward, Water- town, Ticonderoga and Piercefield.....	1	1,763						
Piermont.....								
Plattsburgh.....								
Port Chester.....								
Rensselaer.....								
Rochester.....			1	26			1	280
Rome.....								
Roseton.....								
Roslyn.....								
Saratoga Springs.....								
Schenectady.....	1	300	2	1,138				
Schuylerville.....					1	40		
Seneca Falls.....			1	23				
South Rondout.....								
Syracuse.....	2	55	1	75				
Tonawanda and North Tona- wanda.....								
Troy.....	1	40						
Troy, Green Island, Water- ford, Cohoes and Water- vliet.....								
Utica.....	1	26						
Verplanck.....								
Warsaw.....	1	28						
Westchester County.....								
White Plains.....								
Whitesboro.....								
Yonkers.....	1	40						
Total.....	18	4,410	27	5,286	3	185	4	1,227

October 1, 1909, to September 30, 1910—Continued.

—Concluded.				RESULTS.					
MISCELLANEOUS.		TOTAL.		IN FAVOR OF—				COMPROMISED OR INDEFINITE.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	EMPLOYERS.		WORKERS.		Dis- putes.	Workers directly affected.
				Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.		
		1	15			1	15		
		1	60	1	60				
		2	76	1	35	1	41		
		1	1,763					1	1,763
		1	120	1	120				
		1	300	1	300				
		2	380					2	380
		1	30					1	30
		9	3,093	4	530	2	401	3	2,172
		1	11			1	11		
		1	514					1	514
		1	33	1	33				
		3	174	1	37	2	137		
		9	2,078	4	1,032	3	908	2	136
		1	40	1	40				
		2	98	2	98				
		1	44	1	44				
		10	2,001	5	227	4	1,714	1	60
		1	371	1	371				
		3	445	1	40			2	405
		1	350					1	350
		7	1,148	1	26	2	140	4	982
		1	87					1	87
		1	28	1	28				
		1	73					1	73
		1	45					1	45
		1	70	1	70				
		9	2,184	3	197	2	470	4	1,517
		250	190,603	103	19,444	80	125,819	67	45,340

TABLE VIII.—DURATION OF DISPUTES.

DURATION OF DISPUTES.	Number of disputes.	Employees directly concerned.	Total working days lost by those directly concerned.
1 day or less.....	43	3,893	3,516
2 days.....	24	1,952	3,715
3 days.....	19	2,199	6,600
4 days.....	11	2,262	9,611
5 days.....	6	286	1,461
6 days (1 week).....	11	1,674	10,044
7 days.....	7	5,368	37,576
8 days.....	10	2,048	13,239
9 days.....	2	828	7,452
10 days.....	4	166	1,665
11 days.....	3	1,037	11,407
12 days (2 weeks).....	11	1,701	19,892
13 days.....	2	455	5,915
14 days.....	5	720	10,080
15 days.....	5	5,339	79,725
16 days.....	2	815	13,040
17 days.....	4	3,254	42,943
18 days (3 weeks).....	5	3,046	55,202
19 days.....	2	850	8,950
20 days.....	2	1,450	24,800
21 days.....	1	300	6,300
22 days.....	1	350	7,700
23 days.....	6	385	6,743
24 days (4 weeks).....	2	178	4,056
25 days.....	2	48	1,248
26 days.....	2	217	6,076
27 days.....	2	1,175	34,075
28 days (5 weeks).....	2	1,300	19,900
29 days.....	3	2,729	49,994
30 days.....	2	8,115	173,680
31 days.....	1	225	7,425
32 days.....	2	300	680
33 days.....	1	50	.....
34 days (6 weeks).....	2	1,912	50,832
35 days.....	2	275	8,085
36 days.....	1	73	2,774
37 days.....	1	110	4,290
38 days.....	1	200	8,600
39 days.....	2	87	2,735
40 days.....	2	1,714	78,844
41 days.....	1	28	1,292
42 days.....	3	190	6,190
43 days.....	4	431	21,522
44 days.....	1	25,000	216,100
45 days (9 weeks).....	1	896	48,384
46 days.....	1	53	1,650
47 days.....	1	70,000	2,940,000
48 days.....	1	322	18,998
49 days (10 weeks).....	1	475	28,500
50 days.....	2	674	42,022
51 days (11 weeks).....	1	743	47,546
52 days.....	1	50	3,350
53 days.....	2	3,150	174,060
54 days.....	1	54	2,627
55 days.....	2	1,823	126,029
56 days.....	1	900	55,700
57 days.....	1	150	11,850
58 days (14 weeks).....	1	22,000	584,984
59 days.....	1	650	44,600
60 days.....	1	112	4,480
61 days (16 weeks).....	1	26	1,130
62 days.....	1	1,800	42,347
63 days.....	1	1,700	192,100
64 days.....	1	120	1,440
65 days.....	1	154	23,562
66 days.....	1	16	1,248
Total.....	250	190,603	5,482,581

### III.

#### JOINT TRADE AND INDUSTRIAL AGREEMENTS.

NOTE.—The Department of Labor has for several years made a point of collecting trade agreements entered into by employers and employees of this State, in order to have available such important information as they contain respecting wages, hours and other working conditions in New York industries. The agreements are collected through co-operation between the Bureau of Mediation and Arbitration and the Bureau of Labor Statistics and are filed by the former Bureau and printed in its annual report for public information, so far as is practicable. It has been found impossible, thus far, to present a complete collection of each year's new agreements, owing chiefly to the difficulty of securing copies of every agreement, in addition to which the question of space in the report and printing cost, especially in connection with the more voluminous agreements which are annually revised, must be considered. Thus the collection is necessarily confined, for the most part, to agreements that have been printed. In numerous cases an agreement between a single employer and his employees exists only in the original manuscript and copies are to be obtained only at the cost of considerable trouble and expense. Again, it is difficult to keep track of and to secure the frequent revisions in price lists in many trades where piece work prevails, notably, in the clothing trades, so that, although such price lists are virtually wage agreements, they do not appear in these reports as a rule. Because of the space they require, agreements for railroad train service are not included annually, the present plan being to publish as full a collection of these as possible every three years. The last publication of such agreements was in the 1907 report and a similar collection is contained in this report. In addition to the railroad agreements the present report presents a considerable number of the more important, or typical, agreements of the year in other trades, including all those secured which were between associated employers on the one side and organized employees on the other.

This report contains only agreements entered into during the year ended September 30, 1910. Many agreements of preceding years were also in force during some part of this year as may be seen by consulting reports of preceding years.

The agreements below are arranged by industries and trades. A list of them may be found in the table of contents of this report.

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**I. Stone, Clay and Glass Products.****GLASS BOTTLE BLOWERS, NATIONAL AGREEMENT.**

[The agreement for 1907-8 was printed in the annual report for 1907, p. 179.]

*Rules and Regulations for the Machine and Press Department of the Glass Bottle Blowers' Association for the Blast of 1910-1911.*

SECTION 1. We shall work six days per week on day turn, and five nights per week on night turn, making an average of five and one-half days per week.

SEC. 2. Nine hours shall constitute a day's work, except on Saturday, when eight hours shall constitute a day's work. The starting and quitting time shall be left optional to the different Branches. Shops shall be considered started when filling up moulds.

SEC. 3. There shall be no Saturday night work.

SEC. 4. When a machine is not in perfect working order, the presser is to report the same promptly to the factory manager, and if the machine is not put in proper working order within sixty minutes after such notification, the factory manager shall notify the shop to work the machine day work from the expiration of the hour, or lay off until the next regular time for starting work, said regular time for starting work to be the next half day. In no case shall more than one hour be taken in nine hours; men must come back for second turn.

SEC. 5. "Day Work" signifies that journeymen, pressers and gatherers shall each receive at the rate of \$4.37½ per day, but where an apprentice is employed as gatherer, the presser shall receive at the rate of \$5.00 per day.

SEC. 6. The wages of each machine shop shall be equally divided between the presser and the gatherer, the amount per hundred shall be the list price plus 75%. Where but one person is employed on a machine, he shall receive net list price; also where an apprentice gatherer is employed the presser shall receive net list price.

SEC. 7. Journeymen pressers and gatherers are to report bad glass, faulty machines, molds and tools to the factory foreman as soon as discovered.

SEC. 8. When new ware or new machines are brought into a factory, and they have been worked long enough to be in good working order, it shall be the duty of the manager and price list committee to arrange wages and put the machine or press on piece work.

SEC. 9. Fruit jars, or any other class of ware where prices have been set for piece work, with open and shut ring, and then closed or screw off ring is substituted, said closed or screw off ring shall pay day work until prices have been set on same.

SEC. 10. All wares not specified in the list shall be rated at the same price and subject to the same rules in regard to shape, weight, capacity, height and opening, as those specified in the list which they most resemble.

SEC. 11. All necessary facilities shall be furnished by the firm within sixty minutes after notification. Failing to do this at the expiration of the said sixty minutes, the manager shall instruct the shop to work turn work, or lay off until the next regular time for starting work, said regular time for starting work to be the next half day.

SEC. 12. Journeymen pressers and gatherers are to receive no less than



\$20.00 per week as market money, providing the same is due, and the second pay day in each month shall be designated as the day to receive extra money when due.

SEC. 13. We will allow one apprentice to every ten and three-fifths ( $\frac{3}{5}$ ) of ten journeymen steadily employed by one firm. This rule shall not be so construed as to debar any firm from taking one apprentice who shall have six journeymen at work.

SEC. 14. No one shall be considered an apprentice unless he be given a place to gather, but it is understood that apprentices are allowed to gather for an automatic machine at 10% less than presser's net wages, or at the rate of \$5.00 per day for day work less 10%.

SEC. 15. Apprentices shall be required to gather three years as apprentices to the firm at 10% less than net list price, said net list price being 25% less than pressers' net list price, or day work at the rate of \$3.75 per day less 10%, said 10% to be the property of the firm. This rule not to apply to lids, stoppers, etc.

SEC. 16. When an apprentice is put on a shop in the machine department, the presser shall receive day work for the first week.

SEC. 17. When a member is required to cut off his glass with foot power, or gather for an automatic machine that requires no presser, said member shall receive the net pressing list, as printed in the machine price-list.

SEC. 18. When three journeymen are employed on a shop, the wages shall be divided equally.

SEC. 19. When an automatic cut-off is put on a machine employing one or more gatherers, until a price is mutually agreed upon between workmen and employer, the employer shall pay \$5.00 per day each.

SEC. 20. Any member holding a regular place, and desiring to quit work, must give notice to the manufacturer, and then work five (5) consecutive days afterward in his regular place. Manufacturers desiring to discharge members must give them the same notice with the same rights. *The member or firm giving or receiving such notice shall immediately notify the Factory Committee of the same*, and under no consideration shall a card be granted, or a settlement made during the season unless this has been fully complied with. This rule shall not be so construed as to prevent the manufacturer from discharging a member on sight for drunkenness or the violation of this rule.

SEC. 21. Pressers are allowed the privilege of changing off with journeymen gatherers, in order to teach them how to press and become acquainted with that line of work.

SEC. 22. The following named holidays shall be observed in the United States: Labor Day and night, Thanksgiving Day and night, Christmas Eve, day and night, or when it falls on Sunday, the day and night set apart to be observed; Decoration Day and night. In Canada: Victoria day and night.

SEC. 23. Imperfect or bad ware condemned by the firm shall be set aside for inspection upon request of the presser. The ware that is set aside by the firm as bad ware shall be inspected and broken by the workmen within twelve hours from the time it is set aside. Failing to do this, the firm shall be at liberty to break the same.

SEC. 24. Members shall not wait longer than one and one-half hours on bad glass. It shall be understood that the time of one and one-half hours means that the members during that time shall use every reasonable effort

to get glass in proper condition; but where the manager or firm requests them to work said glass previous to the expiration of said time by paying them for ware properly made from said glass, they shall be permitted to do so.

SEC. 25. When a machine is being operated on two or more kinds of bottles or jars, and the weights and prices are different, said shops shall receive pay for the highest price bottle or jar.

SEC. 26. The ware is to be sorted by competent workmen employed by the manufacturer, and the workmen are to receive pay for all the good ware selected. All wares must be accredited as soon as sorted.

SEC. 27. The right of the manufacturer to hire and discharge employes is acknowledged, and it is understood that when workmen are to be hired, they shall be members of the Glass Bottle Blowers' Association.

SEC. 28. On a machine where cut offs are used, and but one operator is employed, three operators may be employed to operate two such machines. Two-thirds of the product of each machine shall go to the regular operators. One-third of the product of each machine shall go to the third operator. This shall not be used where there is a three-shift system.

#### POTTERS, NATIONAL AGREEMENT.

[The agreement of Oct. 1, 1907—Oct. 1, 1909, was printed in the annual report for 1908, p. 76.]

*Memorandum of agreement entered into this twenty-seventh day of August, 1909, by and between the United States Potters Association (hereafter referred to as the U. S. P. A.) by its Labor Committee, and the National Brotherhood of Operative Potters (hereafter referred to as the N. B. of O. P.) by its Conference Committee. Effective first full pay after October 1st, 1909.*

FIRST.—Except as modified by the changes indicated below, the New York agreement of 1907 is reaffirmed in all its conditions and provisions to remain in force for two years from October 1, 1909, to October 1, 1911.

SECOND.—It is recommended that the suggestion that all branches of work in the clay shops shall be considered as one trade, be submitted to a referendum vote of the membership of the N. B. of O. P. and in case of favorable action, the ratio of apprentices to journeymen in this entire branch shall, as soon thereafter as possible, be adjusted by the Labor Committee of the U. S. P. A. and a committee of the N. B. of O. P., appointed for that purpose.

THIRD.—When clay filter sacks are dipped in a creosote preservative the work of dipping shall be done at the expense of the firm.

FOURTH.—Apprentice kilnmen shall be required to serve 18 months at glost kiln placing and 18 months at bisque kiln placing whenever the change from one branch to the other can be made without the necessity of discharging a kilnman from the opposite crew.

FIFTH.—The firm shall bear the expense of removing all green ware scraps from the kilnmen's benches.

SIXTH.—All new kiln shall be measured, and all old kilns when repaired with new crown or bottom, shall be remeasured after the third firing.

SEVENTH.—At some period during the term of apprenticeship, all apprentice dippers shall be required to do hollow ware dipping until they become

thoroughly skilled in that class of work, and they shall be required to begin that work not later than the beginning of the third year of apprenticeship.

EIGHTH.—When kiln drawers are required to draw kilns between the hours of 8 o'clock P. M. and 5 o'clock A. M., or on Sundays, they shall be allowed time and one-half for such work, provided that the necessity for drawing at that time is not caused by the refusal of kilnmen to go into the kiln at or about noon time.

NINTH.—The seven hour clause shall not be enforced when the firm requires that two kilns be drawn by one crew in the same pottery on the same day.

TENTH.—It shall be optional with kilndrawers whether they shall empty a kiln when the temperature registers more than 130 degrees Fahrenheit within two feet from the crown at the second ring.

ELEVENTH.—Piece work prices for blocking and casing shall be abolished, and the journeyman day wage price for this work shall be \$4.00 per day of nine hours. The journeyman prices for mould making shall be a discount of 10% from the established mould making list. The work of each mould maker shall be counted separately, and each shall be paid separately from the office. Buckle's, coddles and soap shall be furnished without cost to the mould maker. The foregoing regulations covering mould making prices shall not apply in shops making china exclusively.

TWELFTH.—The ratio of apprentices to journeymen mould makers in the entire general ware trade shall not exceed one to four. No shop shall be entitled to more than 50% of its full force of mould makers in apprentices. No shop shall be entitled to an apprentice until it can provide reasonably steady work for at least one journeyman and one apprentice. No shop shall be entitled to a second apprentice until it employs at least four journeymen, nor to a third apprentice until it employs at least seven journeymen. The term of apprenticeship shall be five years; the apprentice shall receive his wages directly from the office at the following scale of discounts figured from the full list, not being subject to the extra 10%:

#### SCALE OF DISCOUNTS FOR APPRENTICE MOULD MAKERS.

First year . . . . .	33 $\frac{1}{3}$ % discount from full list
Second year . . . . .	25 % discount from full list
Third year . . . . .	20 % discount from full list
Fourth year . . . . .	15 % discount from full list
Fifth year . . . . .	15 % discount from full list

No journeyman mould maker shall be discharged to make room for an apprentice, and no apprentice at present employed shall be discharged for the purpose of establishing the foregoing ratio.

THIRTEENTH.—In the employment of finishers by jiggermen the firm shall not require any discrimination solely on account of sex.

FOURTEENTH.—The uniform size list shall be referred back to the original uniform size list committee for such revision as said committee may find desirable in the way of corrections, additions of items not already included, and adjustment to present conditions, with a special recommendation that they more definitely define dimensions for Covered Dishes, Caseroles, Coupe Soups and Chambers.

**FIFTEENTH.**—It shall be left optional with individual firms whether they shall pay at noon on pay day, and whether they shall observe a Saturday half holiday.

**SIXTEENTH.**—If at any time the adding of new apprentices in any branch of the trade works an apparent hardship owing to the depressed business conditions, any petition from the N. B. of O. P. to the U. S. P. A. setting forth this situation, will be given proper consideration.

**SEVENTEENTH.**—When prior to the expiration of a wage agreement the N. B. of O. P. desires to propose amendments to be embodied in the new agreement, such amendments shall be submitted to the U. S. P. A. as nearly as may be feasible, sixty days prior to the meeting of the Joint Conference Committee, and the U. S. P. A. shall submit its amendments as nearly as may be possible thirty days in advance of said meeting.

**EIGHTEENTH.**—The two propositions, Nos. 23 and 24, affecting only exclusive china factories, shall be referred for consideration within sixty days to a special committee representing china manufacturers and operatives.

**NINETEENTH.**—**PACKING PRICES AND MEASUREMENTS FOR CRATES AND BOXES:**

Crates and boxes measuring inside 3400 cu. in. or less .....	5c
Crates and boxes measuring inside between 3400 and 5500 cu. in. ....	8c
100 Pc. to 112 Pc. Dinner Sets in Crates or Boxes of any size. ....	10c
All other Crates and Boxes at prices of Barrels or casks of corresponding size.	

UNITED STATES POTTERS ASSOCIATION,  
By W. E. WELLS, Chairman Labor Committee.  
NATIONAL BROTHERHOOD OF OPERATIVE POTTERS,  
By T. J. DUFFY, President.

Witnesses to both signatures:

H. N. HARKER,  
EDWARD MENGE.

## II. Metals, Machines and Conveyances.

### BLACKSMITHS, AMERICAN LOCOMOTIVE COMPANY.

EFFECTIVE JULY 1, 1910.

*Agreement between the American Locomotive Company and the International Brotherhood of Blacksmiths and Helpers, to govern all blacksmiths and helpers, hammersmiths, heaters and helpers, drop forgers, bolt makers, upset machine and bulldozer operators. Bradley hammermen and duplex pressmen.*

1. The standard working day shall be nine hours, except in Hammer Shops where working conditions shall be the same as before. Should it be necessary to reduce time, the working time to be reduced to eight hours; if further reduction is necessary, to 7 hours; if still further reduction is necessary, to be divided equally among the men as far as practicable.

2. The system of working shall be piece work, except in the Hammer Shop where the present conditions shall remain. Men will not be called in for less than a half day's work or sent home except on account of unavoidable accident.

3. All apprentices promoted from helpers shall serve an apprenticeship of four years, who shall receive for the first six months regular helpers' rate; second six months  $2\frac{1}{2}$  cents per hour increase; second year  $2\frac{1}{2}$  cents, third year  $2\frac{1}{2}$  cents, fourth year,  $2\frac{1}{2}$  cents, and after fourth year regular blacksmiths' rate. Apprenticeship will not begin until after six months' service. All other apprentices to be governed by American Locomotive Company's regulations covering apprentices.

4. Helpers promoted who, in the estimation of the foreman and shop committee after six weeks' trial have not proved competent, are to be placed in their former positions; the shop committee and foreman will designate those entitled to promotion. The rate of apprentices shall be one to every five smiths and one to the shop. This will not prevent the use of helpers as blacksmiths in an emergency. The shop committee and the foreman will decide what is an emergency. Drop hammer men who have been operating a hammer six months or more prior to the signing of this agreement, who are considered competent by the foreman and shop committee, shall not be considered apprentices under this rule.

5. Overtime will be paid at the rate of time and one-half to day employees after regular working hours on week days and on Sundays, New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

6. Blacksmiths' fires shall be started before the whistle blows. Helpers who are required by foreman to start fires will be allowed one-half hour per day extra. Helpers who are required to start furnaces will be allowed one hour per day extra.

7. Any person or persons governed by this contract having a grievance, will make a personal effort to adjust it with the foreman; failing in this it will be turned over to the shop committee who will first confer with the foreman and finally with the manager if necessary; failing to adjust it satisfactorily with him it will be turned over to the succeeding higher officials of both parties to this agreement. Pending settlement of the question there shall be no cessation of work, and the faithful adherence by both parties to this agreement will surely accomplish the desired result. Grievances will be promptly investigated and decisions rendered at the earliest possible moment.

8. If, upon investigation, an employee governed by this agreement shall be found to have been discharged unjustly he shall be reinstated and paid for all time lost.

9. If a controversy arises over a stipulated price which cannot be settled satisfactorily by the foreman and the man, the shop committee or foreman will request a demonstration for which a man in the employ of the Company will be selected. Such demonstration shall not be of less than nine hours duration. The shop committee may call on the President of District Council if necessary.

1906 prices that have been considered fair will obtain. Those considered unfair by either party shall be taken up for adjustment. Prices will be considered fair that will enable competent smiths to earn at least 30% more than their present day rate. The basis for division of earnings is to be determined locally.

10. Time and one-half at the day rate will be allowed drop hammer operators and helpers for breaking in new dies and for instructing new men.

11. Separate allowance at the day rate will be made to piece workers for time lost because of unusual or unavoidable delays; no unreasonable claim to be made under this clause.

12. No mechanics shall be compelled to work with unskilled or insufficient help. The Company to furnish mechanics' tools as promptly as possible; also as good coal as procurable.

13. A book of prices shall be kept in the Foreman's office which shall be at the disposal of the men when in doubt as to prices.

14. A man placed on a higher rated fire, machine or hammer for one week or longer will receive the rate of such higher rated fire, machine or hammer. Day workers placed on a lower rated fire, machine or hammer, will be paid their regular rates unless the change is permanent on account of employee being incapacitated for his former work.

15. Prices when once accepted on any piece or pieces shall not be reduced except by mutual consent of both parties or by the introduction of improved machinery or facilities.

16. New work will be priced within a reasonable time and must be priced before 25% of the total number of pieces are completed. The foreman will, if necessary, make a special allowance equivalent to the basic piece work rate to compensate the workman for any loss that he may sustain in starting a new job.

17. The Company to furnish coal to each fire, also iron and other material needed.

18. Rates will remain the same as they are at present, as shown on statement accompanying this agreement.

19. This agreement supersedes the agreement of August 1, 1909, and shall remain in effect for one year from date and for each succeeding year thereafter unless 30 days' notice in writing is given by either party of a desire to change.

WM. L. PHILLIPS,  
CHARLES GUST,  
ANDREW HOOPER.

For the Blacksmiths and Helpers:

J. W. KLINE.

For the American Locomotive Company:

JAS. McNAUGHTON.

#### Montreal Hammer Shop Prices.

	Price Per Ton
Guides, Steel (straight) .....	\$6 50
Guides, Steel (taper) .....	7 20
Pedestal Caps, iron .....	8 11
Main Equalizers, iron .....	9 00
Main Equalizers, steel .....	8 12
Main Equalizers, bending .....	1 50 each
Side Equalizers, iron .....	11 00
Main Rods .....	7 92
Side Rods .....	8 50

	Price Per Ton	
Side Rod Straps .....	\$10 00	
Stub Straps (solid) .....	6 90	
Driving Axles .....	3 60	
Other Axles .....	4 00	
Crank Pins .....	4 00	
Piston Rods .....	6 00	
Frame Backs, iron .....	6 90	
Front Rails, iron .....	8 11	
Front Rails, steel .....	4 15	Bending \$1 ea.
Front Rails, Bending — small .....	50	each
Front Rails, Bending — large .....	1 00	each
Guide Yokes, iron .....	10 40	and \$8.11 accord- ing to design
Mud Rings .....	8 50	
Size Steel .....	6 00	
Size Iron .....	8 11	
Transmission Bar Iron .....	10 50	
Transmission Bar Steel .....	8 50	
Transmission Bar bending .....	1 00	each
Drawbars .....	8 11	
Eccentric Cranks, large .....	1 50	
Eccentric Cranks, small .....	1 00	
Scrap — single .....	1 90	
Scrap — double .....	3 80	
General Forgings (Walschaert) .....	10 00	
Links .....	11 00	
Hexagon Steel .....	9 00	
Die Blocks .....	7 90	
Reverse Shaft, iron .....	9 90	

#### Hammer Shop Prices for all Plants Except Montreal.

	Price Per Ton
Frame backs, all sizes .....	\$ 8 11
Frame fronts, all sizes .....	8 11
Frame braces, all sizes .....	8 11
Frame legs, all sizes .....	8 11
Pedestal caps .....	8 11
Guide Yokes .....	8 11
Firebox Mud Rings .....	8 11
Drawbars .....	8 11
Equalizer Beams, iron .....	8 11
Iron Guides .....	8 11
General Forgings .....	8 11
Frame Fronts steel .....	5 15
Bending Fronts, each .....	1 00
Rocker Bodies and Expansion Pad Pins .....	11 10

	Price Per Ton
Equalizer Beams, steel .....	\$9 50
Equalizer Beams, bending, each .....	60
Iron Rods .....	9 10
Steel Rods, Guides and Valve Rod Guides .....	7 20
Radius Bar, Finishing \$1.00 each .....	6 95
Combination Levers, Fin. 50 cents each .....	6 95
Eccentric Rods, Finishing 50 cents each .....	6 95
Links .....	6 95
Axles, iron .....	10 32
Axles, steel .....	3 31
Crank Pins .....	3 60
Piston Rods .....	7 05
All other work made on bar .....	6 05
Shingling scrap .....	1 90 (B-2 00)
Valve Rods, finishing 75 cents each .....	6 95

Note: The division of Hammer Shop earnings to be determined locally.

#### LIST OF RATES — BLACKSMITHS.

CLASS OF WORK.	RATES.							
	S.	B.	R.	P.	C.	J.	M.	O.
Frame firemiths. ....	50	50	50	50	50			50
Three helper firemiths. ....	50	50	50	50	50			50
Two helper firemiths. ....	40	40	40	40	41			40
	45	45	35	45	38			45
	50	50		50				50
Single firemiths. ....	32½	32½	27½	32½	36½			35
	35	35	30	35				37½
	37½	37½	32½	37½				40
	40	40	35	40				42½
	42½	42½	40	42½				45
	45	45	37½	45				
Heaters — heavy fires, three and four helpers. ....	27½	27½	{ 19 20 }	27½	{ 27½ 25 }			27½
Heaters — helpers. ....	26½	26½	19	26½	21			26
Helpers — heavy fires. ....	25	25	17½	25	25			25
Helpers — all others. ....	19	19	16	19	20			19
	20	20		20	22			20
	22½	22½		22½				22½
Drop forgemmen, under 1,500 lbs. ....	37½	37½		37½	35			37½
Drop forgemmen, 1,500 lbs. ....	45	45		45	38			40
Drop forgemmen, 2,000 lbs. ....	47½		45		38			to
Drop forgemmen, 3,000 to 3,500 lbs. ....	52		45		38			45
Drop forgemmen, 8,000 lbs. ....	57½							
Bradley hammermen. ....	40	40	32½	40	32½			40
	45		40					45
	50							50
Bolt makers. ....	25	25	25	25				25
	27½	27½	27½	27½				27½
	30	30	30	30				30
	35	35	35	35				35
Bulldozers. ....	30	30		30	35			30
	35	35		35				35
Ajax or upsetting machine. ....	35	35	25	35				35-40
Pressmen. ....	40	40		40				
Heaters — Bradley and drop hammers, bulldozers, ajax and upsetting ma- chines and presses. ....	20	22½		20				22½
	22½	25						25



## LIST OF RATES — BLACKSMITHS — Continued.

CLASS OF WORK.	RATES.							
	S.	B.	R.	P.	C.	J.	M.	O.
Hammer drivers — blacksmiths.....	17	.....	.....	.....	.....	.....	.....	.....
Hammersmiths.....	.....	.....	.....	.....	.....	*	.....	.....
Tool dressers.....	.....	.....	.....	.....	32½	.....	.....	.....
Erecting shop man.....	.....	.....	.....	.....	34	.....	.....	.....
Tank shop man.....	.....	.....	.....	.....	30	.....	.....	.....
					32			

\* Eight dollars per day, plus 6 per cent. over regular days work.

S. Schenectady shop, Schenectady, N. Y.

B. Brooks shop, Dunkirk, N. Y.

R. Rogers shop, Paterson, N. J.

P. Pittsburgh shop, Pittsburgh, Pa.

C. Cooks shop, Paterson, N. J.

J. Providence shop, Providence, R. I.

M. Montreal shop, Montreal, Canada.

O. Richmond shop, Richmond, Va.

## BLACKSMITHS, BOSTON &amp; MAINE RAILROAD.

*Instructions governing the rate of compensation and service of blacksmiths and helpers.*

## SECTION 1.

Nine (9) hours shall constitute a day's work, and eight (8) hours Saturdays.

## SECTION 2.

All time worked more than the above named hours, Sundays and all legal holidays, shall be paid for at the rate of time and one-half.

When men are called from their homes to work overtime, and such work shall continue for three hours and twenty minutes or less, the men shall therefor receive five hours' pay, round house included.

## SECTION 3.

In case a blacksmith leaves or the company starts another fire, the oldest smith or helper qualified for promotion shall be given the chance; and if he proves satisfactory, he shall receive twenty-five (25) cents additional every three months, until the full amount of that fire is reached. Should the promoted man prove incompetent to do the class of work done on the fire to which he has been promoted, after a reasonable length of time, he shall be set back, and the next in line given a chance.

## SECTION 4.

An increase of two and one-half ( $2\frac{1}{2}$ ) cents per hour for blacksmiths and one and one-half ( $1\frac{1}{2}$ ) cents per hour for helpers over the hourly rate as now paid, will be effective May 29th, 1910.

## SECTION 5.

Men shall, if they desire, upon leaving the service be given a letter stating the reason for leaving, and the length of time employed by the company, and qualifications as a workman; said letter to be given within ten (10) days.

## SECTION 6.

Employees in Blacksmiths' Department shall not be discharged without sufficient reason.

In case of discipline, right of appeal will be granted if exercised within ten days. If the investigation finds the accused blameless, his record will remain as previous thereto; and he shall receive pay for all time lost.

## SECTION 7.

Either party desiring to change this agreement at any time shall give at least thirty (30) days' notice.

C. H. WIGGIN,  
*Superintendent Motive Power.*  
J. W. MARDEN,  
*Superintendent Car Department.*

Approved:

HENRY BARTLETT,  
*General Superintendent Mechanical Department.*  
Boston, Mass., May 27, 1910.

**BLACKSMITHS, NEW YORK, ONTARIO & WESTERN RAILWAY.**

*International Brotherhood of Blacksmiths' and Helpers' agreement with the New York, Ontario and Western Railway Company.*

## ARTICLE I.

Ten hours shall constitute a day's work.

## ARTICLE II.

Time and one-half to be paid for all overtime including Sundays and all holidays legal in the state except Lincoln's Birthday and Columbus Day.

## ARTICLE III.

If circumstances require that the company should reduce the regular working hours, overtime shall commence at the expiration of the hours designated by the company.

## ARTICLE IV.

If a blacksmith or helper is called back to work, he shall be paid not less than five (5) hours up to three (3) hours and twenty minutes, if he works longer he gets the regular time and one-half, and if detained until 6:00 P. M. on Saturday or 7:30 P. M. other days, will be paid one-half day's time.

## ARTICLE V.

If any changes occur in the shop force, the oldest man in the service shall be given preference, everything else being equal.

## ARTICLE VI.

The standard rate of wages shall be considered the rate of the men doing general work, outside of the heavy fires.

## ARTICLE VII.

New men blacksmiths must not be started at less than twenty-four (24) cents per hour and, if said blacksmith shows competency, he shall be given the standard rate within three months.

## ARTICLE VIII.

No blacksmith, helper or heater shall be discharged or suspended without just or sufficient cause, and if, after proper investigation, it shall be found that a blacksmith, helper or heater has been unjustly discharged or suspended, he shall be reinstalled within five days after discharge or suspension without loss of time to said blacksmith, helper or heater; grievances to be adjusted in the company's time.

## ARTICLE IX.

No one but blacksmiths, advanced helpers or apprentices shall do blacksmiths' work.

## ARTICLE X.

The pay of heaters shall be twenty (20) cents per hour; two helpers on heavy fire, nineteen (19) cents per hour; two helpers on second fire, eighteen and one-half ( $18\frac{1}{2}$ ) cents per hour; one hammer driver, eighteen and one-half ( $18\frac{1}{2}$ ) cents per hour; one hammer driver, sixteen and one-half ( $16\frac{1}{2}$ ) cents per hour; helpers on fires paying \$2.00 or over, eighteen (18) cents per hour; one furnace man, seventeen and one-half ( $17\frac{1}{2}$ ) cents per hour; helpers on low price fires, sixteen and one-half ( $16\frac{1}{2}$ ) cents per hour.

## ARTICLE XI.

Competent men in the service to be given preference over a new man when filling positions at higher rates.

## ARTICLE XII.

Shops to be kept in as clean and healthful a condition as the nature of the work will permit.

## ARTICLE XIII.

Blacksmiths, helpers and heaters to enjoy the same privileges in regard to free transportation upon the Company's own lines as the other employees.

## ARTICLE XIV.

Heaters and helpers promoted to a fire shall receive heaters or helpers' pay the first six months and, if he shows no aptitude to learn he shall be placed back to his former position. If retained on the fire he shall receive twenty (20) cents per hour the first year and be advanced each year two (2) cents per hour till the end of four (4) years and if retained in the service of the company shall receive pay according to his qualifications.

## ARTICLE XV.

Helpers promoted to heaters shall receive helpers' pay the first six (6) months, and, if he shows no aptitude to fill the position, shall be placed to his former position; if retained shall receive heaters' pay.

## ARTICLE XVI.

Should a reduction in expenses become necessary, the working time to be first reduced. When a reduction in the force is found necessary, the oldest competent employees in point of service will be given preference.

## ARTICLE XVII.

There shall be no discrimination against any man serving on a grievance committee.

## ARTICLE XVIII.

Any one having a grievance shall first apply personally to foreman. Failing to get satisfaction, he shall apply to shop committee who shall then confer with foreman. If no satisfaction is given, the committee shall apply to the general foreman and the superintendent of motive power respectively.

## ARTICLE XIX.

Not more than one (1) apprentice shall be employed for the shop irrespective of the number of blacksmiths employed and one to every five (5) blacksmiths employed. Apprentice engaging himself shall serve four (4) years, age limit to be from sixteen (16) to twenty-one (21) years, and shall be given an opportunity to learn all branches of the trade and not kept on one class of work longer than six (6) months.

Rate of pay first year, ten (10) cents per hour.

Rate of pay second year, thirteen and one-half (13½) cents per hour.

Rate of pay third year, seventeen and one-half (17½) cents per hour.

Rate of pay fourth year, twenty (20) cents per hour.

And if retained in the service shall be paid according to his qualifications.

## ARTICLE XX.

The shop committee shall have the sole right to make complaints to the Company for the enforcement of this agreement unless the party making complaint is personally interested.

## ARTICLE XXI.

This agreement shall continue for one year from May sixteenth (16th) nineteen hundred and ten (1910). Either party desiring to change this agreement at time of expiration shall give at least two weeks' notice previous to the other party and failing to give such notice this agreement is binding on both parties until such time as two weeks' notice has been given.

(Signed.)

B. P. FLORY,

*S. M. P. of N. Y., O. & W. R. R.*

PETER FLYNN,

JOHN MOYLAN,

WILLIAM HORN,

JOHN LANNING,

HENRY GOLDSMITH,

*Committee of Local No. 280,*

*I. B. of B. and H.*

**BOILER MAKERS, AMERICAN LOCOMOTIVE COMPANY.****AGREEMENT.**

Rule 1. The standard working time shall be ten hours per day, except Saturday when five hours will be worked. Should it become necessary to reduce the time, the working hours will first be reduced to nine hours per day. In event of further reduction being necessary, the time will be divided equally among the men, as far as possible.

Rule 2. Helpers promoted, if after six months' trial are found incompetent, will be restored to former position.

Rule 3. The work covered by this agreement is as follows: Laying Out, Flanging, Patching, Chipping, Caulking, Rolling, Fitting Up, Staybolting, Tube Setting, Bending Angles Iron, Building Tanks, including frames and all sheet iron work from 16 gauge iron or steel and up, bracing and testing.

Rule 4. Any person or persons governed by this contract having a grievance will first make a personal effort to adjust the same with the foreman; failing in this, it will be turned over to the Shop Committee who will in turn first confer with the foreman and finally with the manager, if necessary, to adjust it satisfactorily. The right of final appeal to a district official and the succeeding higher officials being reserved. The purpose of this rule is to prevent the cessation of work on the part of employees pending settlement of any real or imaginary grievance, and the faithful adherence to same by both parties to this agreement will surely accomplish this result.

Rule 5. If, upon investigation, an employee governed by this contract has been discharged unjustly, he shall be reinstated and paid for all lost time.

Rule 6. As far as possible no mechanic shall be compelled to work with unskilled or insufficient help.

Rule 7. Experienced men placed on a higher rated job one day or longer shall receive the rate of the higher rated job. Men placed on a lower rated job shall be paid their regular rate, regardless of time employed on the lower rated job.

Rule 8. Employees reporting for work at regular working time and starting shall be paid for not less than five hours, or if called they shall receive the same, except on account of unavoidable accident.

Rule 9. Rates to be adjusted locally, based on prevailing rates in the district. Rates not given in schedule attached will be agreed upon between the local Shop Committee and manager. Employees entitled to overtime shall be paid time and one-half for Saturday afternoons, Sundays, and the following holidays: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving and Christmas.

Rule 10. Piece work to be optional with the men at Schenectady, a majority of the members of the local unions to decide the question for themselves; Mr. Franklin to take a neutral stand in the matter.

Rule 11. Apprentices shall serve the term of four years and must be between the ages of 16 and 25. They will be paid in accordance with the American Locomotive Company's schedule of rates now in effect for apprentices, as follows:

HOURLY RATE							
1st year.		2nd year.		3rd year.		4th year.	
6 months.	6 months.	6 months.	6 months.	6 months.	6 months.	6 months.	6 months.
.15	.15	.175	.20	.225	.25	.275	.275

and at the end of the term of four years they shall receive boilermakers' wages. Fifty per cent of the apprentices may be taken from the helpers providing they have served two years as helpers. There shall be one apprentice for the shop and one for each five mechanics employed; they shall

be given an opportunity to learn all the branches of the trade and not kept on any one class of work longer than six months.

Rule 12. These rules and regulations shall be continuous in effect; 30 days' notice in writing by either party being required to change the same.

SCHEDULE OF RATES REFERRED TO IN AGREEMENT BETWEEN THE AMERICAN LOCOMOTIVE COMPANY AND THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS AND HELPERS OF AMERICA, UNDER DATE OF DECEMBER 30, 1909, AND TO BE ATTACHED THERETO.

## RATES.

## BOILER SHOP.

	S.	B.	R.	P.	Q.
Layers out.....	.40		.40	.40-.45	.40-.45
Flangers—hand and machine...	.40		.40-.45	.45	.45
Fitters up.....	.40		.325	.375	.40
			1 at .425		
Rolls.....	.35		.30	.35	.35
Riveters.....	.35		.275-.325	.30-.35	.35
Caulkers and chippers.....	.35		.30	.35	.35
Tube setters.....	.35		.30-.35	.35	.35
Bracers.....	.35		.30	.35	.35
Planers.....	.35		.275	.26	.30
Punch and shears.....	.35		.225-.275	.28	.30
Cutting off staybolts.....	.35		.30	.23	.35
Testers.....	.35		.30-.325	.35	.35
Reaming and bolting.....	.23		.20-.24	.20-.23	.225-.25
Holder on.....	.26		.225	.26	.25
Flange helpers.....	.25		.21	.20-.23	.27
Helpers on hydraulic riveter.....	.24		.21	.20-.23	.17-.25
Tapping and running staybolts.....	.23-.26		.21-.24	.20-.23	.21-.24
Drillers, one-third each rate.....	.20-.23		.20-.23	.20-.23	.20-.23
	-.26		-.26	-.26	-.26
Sweepers and common labor.....	.16			.16	
Hookers-on for crane.....	.25			.25	
Flange heaters.....	.275		.23	.275	.275
All other helpers.....	.25		.175-.25	.20-.23	.225-.25
Rivet beaters.....	.16				
Sheet iron workers.....			.25-.30	.26-.30	.30-.325
Sheet iron { Same as like labor helpers { in the tank shop }			.175-.20	.35	.20

## TANK AND FRAME.

Layers out.....	.35		.35	.35	
Punchers.....	.325		.225-.25	.275	
Rolling.....	.325		.276-.30-.325	.275	
Fitting.....	.325		.275-.30-.325	.275	
Riveter.....	.325		.25-.325	.275	
Shears.....	.325		.225-.25	.275	
Reamers.....	.20		.20	.20	
Caulkers and chippers.....	.325		.275-.30	.35	
Holder on.....	.26		.225	.20	
Heaters—rivet.....	.16			.16	
Tender frame riveter.....	.30				
Tender frame holder on.....	.225				
Tender frame reamers.....	.20				
Tender frame punchers.....	.325				
Tender frame punch helpers.....	.20				
All other helpers.....	.20				

For the American Locomotive Company.

JAS. McNAUGHTON,  
Vice-President.

Accepted for the International Brotherhood of Boilermakers, Iron Ship-Builders and Helpers of America.

J. A. FRANKLIN,  
GEORGE CUMMINGS.

Dated December 30, 1909.

ACCEPTED BY DELEGATES.

Schenectady Works:

GEORGE CUMMINGS,  
TIMOTHY J. CORDON,  
PATRICK RYAN.

Brooks Works:

LUKE REDDY.

Richmond Works:

J. S. NICHOLAS.

Pittsburgh Works:

CHARLES A. CLINCH.

Montreal Works:

PATRICK DEIGNAN.

Dated December 30, 1909.

**BOILER MAKERS, BOSTON & MAINE RAILROAD.**

[Agreement of May 1, 1907–Nov. 1, 1908, was printed in annual report for 1907, p. 192.]

*Instructions governing the rate of compensation and service of  
Boilermakers and Helpers.*

*To Master Mechanics:*

The following instructions will govern the rate of compensation and service of boilermakers and helpers:

SECTION 1.

Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays.

SECTION 2.

All time over the regular hours, including Sundays and holidays, shall be paid for at the rate of time and one-half.

When men are called from their homes to work overtime and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay.

SECTION 3.

No boilermaker or helper shall be compelled to go into a hot firebox when there is steam pressure on the boiler, nor be asked to enter a front end when there is a fire in the box.

SECTION 4.

An increase of two and one-half ( $2\frac{1}{2}$ ) cents per hour for boilermakers and one and one-half ( $1\frac{1}{2}$ ) cents per hour for helpers over the hourly rate as now paid, will be effective May 29th, 1910.

SECTION 5.

Boilermakers' work is defined as follows: cutting apart, marking off, laying out, and building work pertaining to steam, water, air and oiltight sheet and plate work from number sixteen gauge iron or steel and upward; boiler inspection and testing, flanging, patching, riveting, chipping, caulking, and tube work.

## SECTION 6.

In case of discipline, right of appeal will be granted if exercised within ten (10) days. If the investigation finds the accused blameless, his record will remain as previous thereto and he shall be reinstated and receive pay for all time lost.

## SECTION 7.

Electric lights will be furnished the boilermakers in shops and engine-houses where it is practicable to provide for the same, for use in fireboxes. Boilermakers and helpers while away from home shop at work will be paid actual expenses promptly.

## SECTION 8.

In case of a decrease in business and the company finds they have to reduce their help, everything being equal the oldest boilermaker and helper in service to be retained.

## SECTION 9.

In case either the company or the boilermakers employed by them wish to change this schedule, a notice of thirty (30) days will be given of the proposed changes.

Approved:

HENRY BARTLETT,

*General Supt. Mechanical Dept.*

C. H. WIGGIN,

*Superintendent Motive Power.*

Boston, Mass., May 28, 1910.

**BOILER MAKERS, NEW YORK CENTRAL RAILROAD.**

## SHOP RULES.

*To the Officials of the New York Central & Hudson River R. R. Co.:*

Gentlemen.—We, the members of the International Brotherhood of Boiler Makers, Iron Shipbuilders and Helpers of America, now employees of your company, desire to present the following rate and shop rules, to take effect March 1, 1910, and continue until December 31, 1910, and thereafter unless 30 days' notice is given by either party desiring a change.

## RULE I.

Defining boiler makers' work: All work such as cutting apart, marking off or laying out any work pertaining to steam, air, water or oil, tight boilers and tanks, the laying out and building up of any sheet iron or steel gauge No. 16 and upwards, boiler inspecting and testing, flanging and patching, riveting, chipping and caulking, taking out or putting in flues, taking out and driving in stay-bolts and run all pneumatic hammers and do all drilling for patching and repair, ash pans, spark arresters, punching and shearing, the taking out and putting in flexible stay bolts, all men performing such work at present time receiving less than minimum rate of pay be granted minimum. All above work to be performed by boiler makers or apprentices of two years' experience.



## RULE II.

Nine hours shall constitute a regular day's work in all shops, 10 hours a regular day's work in round houses, men working after the regular hours to receive time and one-half time.

## RULE III.

All time over the regular nine hours per day, including work on Sundays, and all legal holidays on calendar shall be paid for at the rate of time and one-half time. In case such holidays fall on Sunday, the following Monday shall be observed as such holiday. When men are called from their home to work overtime and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay, round house men included.

## RULE IV.

When Boiler Makers are sent out on the road they shall be allowed pay from the time they are called until they return to their home station and overtime as per Rule 3, and shall receive \$1 per day for expenses.

## RULE V.

Should it become necessary to reduce expenses, the last men hired are to be first laid off.

## RULE VI.

The Company will not discriminate against any Boiler Maker who from time to time represents other Boiler Makers as a committeeman, and will grant him leave of absence and furnish transportation over their lines, should he be delegated to go before the management to adjust a grievance. The grievance must be submitted to the shop foreman. In the event that this decision is unsatisfactory an appeal will be made to the succeeding higher official.

## RULE VII.

An apprentice engaging himself to learn the Boiler Maker's trade must be between the ages of seventeen (17) and twenty-one (21) years, and shall serve a term of four years or 300 days each and shall be given an opportunity to learn all branches of the trade. At the expiration of this, he shall receive the minimum rate of pay at the place of employment. Boiler Makers having served in the Company's service three months or more, upon leaving the service shall be given a clearance. Boiler Maker apprentices, after completing a full term, or leaving the service by reduction of force, shall be given a clearance. One apprentice shall be allowed for each shop and one for each additional five Boiler Makers.

## RULE VIII.

Should a Boiler Maker or an apprentice believe he has been unjustly suspended or dismissed, he shall, within 5 days, in the proper order present his case to the Company, and if it is then found that he has been unjustly dealt with, he shall be reinstated and allowed full pay for the time he has lost.

## RULE IX.

Helpers and laborers will not be permitted to do Boiler Makers' work or be advanced to the detriment of the apprentice or boiler maker.

## RULE X.

Flat increase of one and one-half cents per hour to all Boiler Makers, and Rochester, Syracuse, Dewitt and Minoa to be brought up to standard rates.

## RULE XI.

If engines are cooled off, two Boiler Makers must work in fire box together. When working on hot work, one Boiler Maker shall relieve the other alternately.

## RULE XII.

The use of the long stroke pneumatic riveting hammer shall be abolished on stay-bolts and such hammer where used shall always be manned by two Boiler Makers. Tank frames, trucks, and brake beams, when placed in shops, where Boiler Makers are employed to be riveted up by Boiler Makers. All overhead work will be abolished with the long stroke hammer.

## RULE XIII.

The same consideration will be given the Chairman of the Boiler Makers' Organization as is given other Labor Organizations in the matter of transportation, so long as he is an employee of the N. Y. C. & H. R. R. R. Co.

GEO. B. USHERWOOD,  
FRED GOODALL,  
WM. C. REILLY,  
GEORGE H. GATES,  
CHAS. HUCK,  
F. ROESCH,  
A. MULDERIG,  
H. ANDERSON,  
T. E. FITZGERALD,  
WILLIAM BLACK,  
*Committee.*

JOHN HOWARD,  
*Supt. of Motive Power.*

**MACHINISTS, BOSTON & MAINE RAILROAD.**

[Agreement effective April 1, 1907, was printed in annual report for 1907, p. 198.]

*Instructions governing the rate of compensation and service of  
Machinists and Apprentices.*

*To Master Mechanics:*

The following instructions will govern the rate of compensation and service of machinists and apprentices:

## SECTION 1.

Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays.

## SECTION 2.

All time over the regular hours, including Sundays and holidays, shall be paid for at the rate of time and one-half.

When men are called from their homes to work over-time and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay.

## SECTION 3.

Machinists when sent out on the road to work, will be paid actual expenses, and all regulations in the shops and roundhouses, in regard to working hours, will be applied thereto.

## SECTION 4.

An increase of two and one-half ( $2\frac{1}{2}$ ) cents per hour for machinists over the hourly rate as now paid, will be effective May 22, 1910.

## SECTION 5.

The minimum rate for machinists will be twenty-eight and one-half ( $28\frac{1}{2}$ ) cents per hour. Effective May 22, 1910.

## SECTION 6.

Machinists will not be required to work under hazardous conditions or in unfavorable weather except in case of emergency.

## SECTION 7.

In case of discipline, right of appeal will be granted if exercised within ten (10) days. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

## SECTION 8.

Shop committee will have the right to take up any violation of this schedule that may come to their notice at any time with the shop foreman or if necessary with the master mechanic.

## SECTION 9.

Machinists of record shall do machinists' work.

## SECTION 10.

In case either the Company or the machinists employed by them wish to change this schedule, a notice of thirty (30) days will be given of the proposed changes.

C. H. WIGGIN,  
*Supt. Motive Power.*

Approved:

HENRY BARTLETT,  
*General Supt. Mechanical Dept.*

Boston, Mass., May 25, 1910.

**MACHINISTS, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.**

CLEVELAND, O., February 25, 1910.

At an adjourned meeting held in the office of the Superintendent Motive Power. February 25, 1910, the following members present: LeGrand Parish, Superintendent Motive Power; S. K. Dickerson, Asst. Superintendent Motive Power, and machinists' committee, representing the machinists of the L. S. & M. S. Ry. Co., composed of the following members: G. T. Hastings,

Chairman, Ashtabula; C. E. Temple, Toledo; J. Whorley, Buffalo; W. O'Rourke, Collinwood; J. Leicester, Elkhart; F. Brott, Collinwood; the following arrangements were made:

ARTICLE 1. Any man who has had at least four years' variable experience at the machinist trade and by his skill be competent and qualified to do variable work in his class, shall constitute a machinist.

ARTICLE 2. Ten hours shall constitute a day at all enginehouses. All time worked at enginehouses in excess of ten hours, Sundays and holidays mentioned below, shall be paid for at the rate of time and one half. When the regular working hours at Collinwood and Elkhart shops are nine or ten hours, overtime will be paid for after nine or ten hours as the case may be. When the regular working hours at Collinwood or Elkhart shops are less than nine hours, overtime will be paid only after nine hours have been worked. No machinist shall be required to lose any time from his regular hours to equalize any overtime worked by him. During the months of June, July, August and September, a half holiday (Saturday afternoon) will be given to machinists working in Collinwood and Elkhart shops. All work performed during the said Saturday afternoons by back shop machinists shall be considered overtime and be paid for at the rate of time and one half.

Holidays shall be as follows: New Years, Washington's Birthlay, Decoration Day, Independence Day, Labor Day, Thanksgiving and Christmas. If any of the above mentioned holidays occur on Sunday the day observed by the State or nation shall be considered a holiday, and all time worked on these days will be paid for in accordance with the above.

ARTICLE 3. New York Central Lines Rules and Regulations subject to apprentices shall govern. There may be an apprentice in each shop and enginehouse regardless of the number of journeymen employed, and one additional to each four journeymen. Apprentices at enginehouses will be given an opportunity for shop experience while serving their apprenticeship course. All machinist apprentices retained in the service after completion of their apprenticeship, will be paid machinist's standard rate.

ARTICLE 4. In case of reduction of force seniority will govern; all other things being equal. Older employees and men with families will be given preference.

ARTICLE 5. The complaint of an employee which he cannot adjust satisfactorily with the foreman, may be appealed by him to the Master Mechanic and to the Supt. Motive Power. Any matter or subject of complaint must be presented for consideration as soon as possible, and unless adjusted in a reasonable time, may be appealed. All appeals must be made in writing and state clearly each item of complaint. There shall be no discrimination by the Company against any person or persons for presenting a complaint or acting for others in the presentation thereof.

ARTICLE 6. Helpers and handymen will not be advanced to the detriment of or in place of machinists or machinist apprentices.

ARTICLE 7. Should machinists or apprentices be sent out on the road away from their home station, they will be allowed time and overtime as per Article 2. Their expenses while away, including meals and lodging only, will be paid. The expense, however, must not exceed One Dollar and fifty cents (\$1.50) per day.

ARTICLE 8. No machinist will be eligible to a place on any committee unless he has been employed at least two years by this company.

ARTICLE 9. It is understood that no man shall be hired or transferred from other points on the line to work piecework at Collinwood or Elkhart and that no man need work piecework except of his own free will and accord. No man shall be discharged or discriminated against, for working, or for refusing to work piecework, or for discontinuing same after having worked it. No man shall be moved from his regular work to make room for a piece worker. Any man working piecework, and wishing to discontinue it, may do so, and go back to day work, at the prevailing hourly rate of his class.

ARTICLE 10. Effective February 1, 1910, the hourly rates of all machinists working day work will be increased one and one-half ( $1\frac{1}{2}$ ) cents per hour, and machinists working piece work in the same ratio.

These Rules and Regulations shall become effective February 1, 1910, and remain in force one year and thereafter, until such time as either party to this agreement shall give to the other thirty (30) days' notice in writing, of a desired change.

#### **MACHINISTS, NEW YORK, ONTARIO & WESTERN RAILWAY.**

##### **ARTICLE 1.**

Ten hours shall constitute a day's work. Men getting under twenty-six cents per hour will be advanced one cent per hour, men getting twenty-six cents per hour and over will be advanced one cent and a half per hour.

##### **ARTICLE 2.**

Time and one-half shall be allowed for all over time.

##### **ARTICLE 3.**

Time and one-half shall be paid for work performed on Sundays and all holidays that are legal in the state where the work is done, except Feb. 12th and Oct. 12th. and when a holiday falls on Sunday the day designated by the state or nation shall be allowed.

##### **ARTICLE 4.**

SECTION 1.—If working hours are reduced to less than ten hours all time worked over the hours stipulated by the company shall be paid for at the rate of time and one-half.

##### **ARTICLE 5.**

If a machinist or apprentice is required to work over time and such time detains him until 7:30 P. M., and on Saturdays after 6 P. M., he shall be paid not less than five hours for time worked up to three hours and twenty minutes. If he works longer than that he shall get the regular time and one-half.

##### **ARTICLE 6.**

Machinists and apprentices sent out on the road shall receive full time and over time according to regular hours at home stations and in addition all necessary expenses.

**ARTICLE 7.**

**SECTION 1.**—Machinist's work shall be performed by machinists or apprentices to the machinist's trade. Any person who has served an apprenticeship or had four years' varied experience at the machinist's trade and, in the opinion of the shop foreman and shop committee, is qualified to do a machinist's work he shall be classed as a machinist and paid accordingly.

**SECTION 2.**—Machinist's helpers will not be allowed to undertake or execute such work as requires the skill of a mechanic and must only come in contact with such work in such a way as to render assistance to a machinist or apprentice.

**SECTION 3.**—The following classes of work shall be done by machinists or apprentices to the machinist's trade: helpers may assist only in compliance with section two of this article: Hanging of a new boiler on frames, chipping cylinder saddles, putting up frames, all repairs to air brake work on engines, lining of guides, boring bushings of cylinders or bushings, cross head work, rod work, piston steam chest and valve motion work, eccentric work, all driving box work, shoes and wedges and all tramming and fitting of parts of running gear. All piping shall be done by machinists when no regular pipers are employed. All cab fittings of iron, steel or brass, bell and bell ringers, whistles, sand box work, injectors pops, etc., shall be put on and be repaired by machinists or apprentices to the machinist's trade.

Helpers shall be allowed to disassemble all locomotives only under the direction of a machinist, and helpers shall clean all parts of the locomotive before being sent to the machinist to work on. Also all machine work where skill is necessary shall be done by machinists or apprentices to the machinist's trade including skilled drill work. All pony truck or four wheeled engine truck work, steam pipe, and dry pipe work, shall be done by a machinist or specialist.

**ARTICLE 8.**

**SECTION 1.** There shall not be more than one apprentice to each shop and one additional apprentice to each five journeymen employed. All apprentices shall be moved at least every six months.

**SECTION 2.** All apprentices shall receive the following rates:

First year .....	\$ .80 per day
Second year .....	1.10 per day
Third year .....	1.40 per day
Fourth year .....	1.80 per day

**SECTION 3.** When an apprentice has served four years he shall receive journeyman's pay if competent.

**ARTICLE 9.**

When any changes occur in the shop force, the older men in the service shall be given preference. Any man being placed on a vacant job shall receive the same pay as his predecessor, and thirty days to decide competency.

**ARTICLE 10.**

Machinists who by reason of their long and faithful service in the employ of this company have become unable to handle the heavy work to advantage shall be given preference of such light work as they are competent to handle.

ARTICLE 11.

Any committee of our association having grievances shall have the right to present the same whether it be on duty or off duty hours.

ARTICLE 12.

There shall be no discrimination against men who serve on grievance committees.

ARTICLE 13.

When requested this company will grant leave of absence and furnish free transportation over its own or leased lines to committees of our association who desire to go before the management for adjustment of grievances.

ARTICLE 14.

Machinists or apprentices discharged without just cause shall be given a hearing and reinstated.

ARTICLE 15.

When working hours are reduced, no increasing of force until hours are restored.

ARTICLE 16.

In consideration of the adoption of this agreement the minimum rate at all points on the system shall be twenty-two cents per hour on a ten-hour basis.

ARTICLE 17.

These rules and regulations shall become effective May 16, 1910, and continue in force for at least one year and thereafter with the understanding that they can be taken up for modification on or after May 16, 1911, on thirty days' notice.

B. P. FLORY,  
Supt. M. P.

For Machinists:

M. S. HOPKINS,  
P. J. E. O'BRIEN.

**MOLDERS, NATIONAL AGREEMENT.**

[The agreement between the International Molders' Union of N. A. and the Stone Founders' National Defense Association, as effective in 1905, was printed in the annual report for that year, p. 232. Additional clauses adopted in 1907 and 1908 were printed in the annual report for 1909, p. 466. The following were adopted in 1909.]

CLAUSE 28, Conference 1909. When a board is priced with a dead-head and the dead-head is taken out, the full board price shall be paid unless something of a similar character is substituted, or the board may be repriced.

*The following letter was adopted by the recent conference between the representatives of the S. F. N. D. A. and the I. M. U. of N. A., for the purpose of giving the method by which Aluminum Match Plates are to be priced:*

CHICAGO, ILL., December 17, 1909.

The pricing of Aluminum Match Plates, and other new methods of molding, shall be by comparison, in accordance with the conference agreements, full allowance being given for increased output as the result of the new method and any additional labor on the molder's part.

If the Price Committee and the firm's representative fail to reach an understanding as to the work in dispute, demonstrations by actual test may be made as follows:

Demonstrations shall be made by one or more journeymen molders familiar with the work in question, who shall be mutually selected by the Price Committee and the firm's representative.

The demonstrations shall take place in the molding room where the journeymen are employed, and under the normal conditions surrounding molding in the said foundry.

The length of time given to demonstrations shall be determined by the character of the work, as agreed upon by the Price Committee and the firm's representative.

When the demonstration shall prove unsatisfactory, either party shall have the right to demand another demonstration.

Demonstrations, when accepted, shall determine the difference in molding time between the old and the new methods, and this difference in molding time shall be the basis for the difference in the price to be set upon the new jobs.

In the event the Price Committee and the firm's representative fail to agree, the matter shall be referred to the officials of both associations.

### III. Wood Manufactures.

#### COOPERS, UTICA.

*An agreement, entered into this 1st day of May, 1910, by and between the Brewers' Association of Utica, N. Y., as party of the first part, and Coopers' International Union No. 192 of Utica, N. Y., as party of the second part, to wit:*

FIRST. Party of the first part agrees to employ members in good standing with party of the second part exclusively, in the manufacture and repairing of cooperage.

SECOND. A day's labor shall consist of eight hours.

THIRD. The party of the first part agrees to pay to the members of the party of the second part the following scale of prices for work performed:

#### SCALE OF PRICES.

Wages nineteen dollars per week; fifty cents for each additional hour.

If a brewery employs a cooper less than one week the wages shall be fifty cents per hour.

FOURTH. Party of the first part agrees to meet and confer with duly authorized representatives of party of the second part at any time relative to disputes that may arise over the terms of this agreement or upon any other subject affecting the mutual interests of the parties herein concerned.



**FIFTH.** Party of the first part further agrees, that in buying new cooperage for use in the brewery, to buy and use only such cooperage packages as are stamped with the Union Label of the Coopers' International Union.

**SIXTH.** Party of the second part agrees that its members shall work faithfully at the above named prices and perform their labor to the best of their ability in a satisfactory manner.

**SEVENTH.** Party of the second part further agrees to place the official stamp of the Coopers' International Union on all cooperage packages made under this agreement.

**EIGHTH.** The agreement shall remain in force for one year and continue annually until such time as either party herein concerned desires a change; such changes, if any, shall be presented one week prior to May 1st, of any year by the party desiring to change, to the other party of this agreement.

Signed for the Coopers' International Union:

J. M. BUCKLEY, Chairman No. 192.

FRED EVANS, President Utica Trades Assembly.

ALEX ROSENTHAL, Secretary of Assembly.

Signed by firms:

WEST END BREWING CO., F. X. Matt, President.

EAGLE BREWING CO., Wm. Welch, President.

GULF BREWING CO., Wm. Welch, President.

ONEIDA BREWING CO., G. F. Raelph, President.

FORT SCHUYLER BREWING CO., H. B. Moore, President.

#### **WOOD WORKERS, NEW YORK CITY.**

*Agreement made by and between the Manufacturing Wood Workers Association and the United Brotherhood of Carpenters and Joiners of America, and its subordinate Union, the Joint District Council of the City of New York.*

#### **ARTICLE I.**

**SEC. 1.** The intent of this Agreement is to lay foundation for peace in the Mill Work Industry, and the bringing about of uniformity as to hours, wages and general conditions, and to provide for the settlement of any and all grievances that may arise between the Manufacturing Wood Workers Association, parties of the first part, engaged in the manufacturing of Doors, Sash, Window Frames, Mouldings, Interior Trim, etc., and the International Union United Brotherhood of Carpenters and Joiners of America. General Offices: Indianapolis, Indiana, and its subordinate Union known as Joint District Council of New York, parties of the second part.

**SEC. 2.** Both parties to this Agreement do hereby adopt as a basis of settlement the Joint Arbitration plan approved at the Joint Conference of the Building Trades Employers' Association and Representatives of the various Unions on July 3rd, and 9th, 1903, revised and adopted on April 22nd, 1905, a copy of which is attached and made a part of this Agreement; and both parties agree that they will abide by any and all decisions of said Arbitration as Associations, and use any and all lawful means in their power to compel their members to abide by said decisions.

**SEC. 3.** Both parties to this Agreement shall appoint a Committee of three

members with full power to act for the Association, party of the first part and party of the second part. These six men shall form the Joint Trade Board provided for in the Arbitration Plan. To this Joint Board shall be referred all questions in dispute for adjustment, also the drawing of new Agreements as provided for.

SEC. 4. The three representatives of the Employees' side shall be made up by the selection of one member who shall be selected from the Locals of Manhattan and the Bronx, and one shall be selected from the Locals of the other Boroughs, and one shall be selected from the Joint District Council.

The names and the addresses of the parties who comprise this Joint Trade Board shall be sent at once to the Secretary of the Association, parties of the first part, and also to the Secretary of the Joint District Council, either of which shall call said Board together upon request by two members of the Board.

Four members of this full Committee shall constitute a quorum for the transaction of business.

Twenty-four hours' notice to be given all members of said Board for any regular or special meeting.

All questions in dispute coming before this Board to be settled by a majority vote of the members of each side present and voting, and in the event of a tie vote by the decision of an umpire. All disputed questions to be submitted to an umpire within three weeks after the failure of the Board to agree, the decision of an umpire to be binding on both parties.

SEC. 5. This Joint Board to have the power to fine or penalize any firm or individual who may be brought before it if found guilty as charged, and any fines so imposed shall be paid before further complaint is heard from the side in default. Any fine so imposed to be paid into the treasury of the Joint Board for its expenses, subject to check by Treasurer and President, one of whom shall belong to each side of the Board.

Any funds in the treasury at the expiration of this Agreement shall be equally divided between the parties to this Agreement unless otherwise provided for.

## ARTICLE II.

SEC. 1. The party of the first part, Manufacturing Wood Workers Association, agrees to confine themselves strictly to the manufacturing of Mill Work Material as herein specified, and agree further that their membership shall not engage in installing or erecting material at any buildings.

And the party of the second part agrees that none of their members will erect or install non-union or prison made material, it being understood that Window Sash 1 $\frac{3}{8}$ " thick and under, and Exterior Window Blinds, are not covered under this Agreement except that these shall not be prison made.

SEC. 2. The party of the second part agrees for its members to erect all material handled by the parties of the first part manufactured in shops under control of party of the second part. And the party of the second part further agrees that none of the members of their organization shall erect any material known in the Trade as Mill Work specified in this Agreement which has been made in prisons or non-union factories, except as specified in this Agreement.

## ARTICLE III.

SEC. 1. There shall be no limitation or interference with the amount of work any workman shall perform in any of the shops covered by this Agreement.

SEC. 2. International Union, United Brotherhood of Carpenters and Joiners of America shall grant Charters to two Local Unions of the Amalgamated Wood Workers, these Locals to be known hereafter as Mill Workers Locals. One of these Locals to cover the Boroughs of Manhattan and the Bronx and the vicinity north of Manhattan and the Bronx where members of the Manufacturing Wood Workers Association are operating mills. The second Local to cover the other Boroughs of Greater New York.

The membership of the Amalgamated Wood Workers Union now employed by the party of the first part to be taken over by these Locals in their respective Boroughs without discrimination or charges.

SEC. 3. Members of the United Brotherhood of Carpenters to be employed exclusively in the mills of the Manufacturing Wood Workers Association.

Forty-eight hours shall constitute a week's work in the Boroughs of Manhattan and the Bronx; in all other Boroughs of Greater New York, fifty hours shall constitute a week's work. In all other mills under the jurisdiction of the Manufacturing Wood Workers Association, fifty hours shall constitute a week's work.

NOTE.—Provided, however, if at the end of one year it can be shown that factories employing 500 non-union workmen engaged in manufacturing Mill Work in the territory covered by this Agreement, and that have been working more than fifty hours per week, have been organized under Union conditions as set forth in this Agreement, then forty-eight hours shall become the recognized hours in all shops under the jurisdiction of the United Brotherhood of Carpenters manufacturing Mill Work in the territory covered by this Agreement. This condition when determined as to hours to remain until the termination of this Agreement.

The same proviso as to reduction of hours shall prevail at the end of the second year if conditions set forth as to organization of mills are not complied with at the end of the first year.

## ARTICLE IV.

SEC. 1. Minimum wages for Manhattan and the Bronx to be \$17.00 per week. In all other Boroughs of Greater New York and vicinity \$15.50 per week. It being understood that the better grade of mechanics shall receive a higher rate of wages as agreed between employer and employees.

SEC. 2. Any mechanic receiving a higher rate of wages than the minimum above specified shall suffer no reduction from the present rates paid.

SEC. 3. No overtime shall be allowed in any of the factories operating under this Agreement other than to save life and property. Double time to be paid for all overtime work.

SEC. 4. One apprentice to be allowed for every eight mechanics, and after one year's apprenticeship shall be required to carry a Union Card.

Terms of apprenticeship shall be four years,

## Wages for apprentices:

For the 1st year .....	\$6 00 per week.
For the 2nd year.....	8 00 per week.
For the 3rd year .....	10 00 per week.
For the 4th year .....	12 00 per week.

Apprentices upon becoming journeymen shall receive the minimum wage as herein specified.

SEC. 5. It is further agreed that no work shall be performed on Saturday after the hour of 12 noon, except as above noted in section 3, both parties to this Agreement thoroughly recognize Saturday Afternoon as a holiday, and the following as legal holidays: New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day and Christmas Day.

## ARTICLE V.

SEC. 1. Agreement to extend for a period of three years from January 1st, 1910, to January 1st, 1913.

In view of the fact that existing contracts have been based upon the Agreement at present operating between the party of the first part and the Amalgamated Wood Workers International Union, it is hereby agreed that the wages and hours stipulated in said Agreement shall be the recognized hours and wages in this Agreement until April 1st, 1910.

SEC. 2. Prior to the termination of this Agreement on the first Tuesday of October, 1912, the Joint Trade Board shall convene and the question for consideration at this meeting shall be:

FIRST, Are conditions in the Trade such as will warrant a reduction to forty-four hours per week?

SECOND, What shall be the minimum wages that shall prevail under the new Agreement?

It being understood that the burden of proof shall be upon the United Brotherhood of Carpenters to show that they control the Trade to a sufficient extent to warrant any reduction of hours or increase of wages.

## ARTICLE VI.

SEC. 1. If a building shall be abandoned for any cause upon which wages to any member of the Joint District Council of Carpenters are unpaid, no member of the Manufacturing Wood Workers Association shall further deliver, contract or furnish any Mill Work for same until such debt is paid by the original or subsequent owner, or provide for otherwise under a new contract which provides for the employment of members of the Joint District Council upon said building.

Or if a member of the Manufacturing Wood Workers Association has been prevented from carrying out his contract for furnishing the Mill Work on any building through the insolvency of the owner or any other cause, no member of the Joint District Council of Carpenters shall be allowed to work on such building until the member of the Manufacturing Wood Workers Association having claims shall have the same equitably adjusted.

Notice in writing with full particulars and the amount in dispute must be filed with the Secretary of the Manufacturing Wood Workers Association and

the Secretary of the Joint District Council within one week of the stoppage of work or the furnishing of any material upon any building in dispute for reasons herein provided for.

The Secretaries of either Association are to give proper notice at the beginning and at the end of the question in dispute.

SEC. 2. If the Courts of the State or City of New York shall decide that any clause in this Agreement should be unconstitutional or illegal, it shall not invalidate the other portions of this Agreement. but any such clause or clauses shall be stricken out.

SIGNED by Parties of First Part:—MANUFACTURING WOOD WORKERS ASSOCIATION, and its members affiliated therein:

JAMES MURRAY,

*President.*

JAMES C. FORBES,

*Secretary.*

SIGNED by Parties of Second Part:—INTERNATIONAL UNION UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, and its Subordinate Union, Joint District Council of New York, and its members affiliated therein:

WM. D. HUBER,

*Gen. Pres. of U. B.*

JOHN J. TOWERS,

*Pres. J. D. C.*

D. F. FEATHERSTON,

*Sec'y Treas., J. D. C.*

EDW. L. WELSH,

GEORGE HELLEN,

HARRY L. COOK, *G. O.*

ARTHUR A. QUINN, *G. O.*

## **IX. Clothing, Millinery, Laundry.**

### **CLOAK MAKERS, NEW YORK CITY.**

[Terminating strike of July 7–Sept. 2, 1910.]

*Protocol of an agreement entered into this 2d day of September, 1910, between the Cloak, Suit and Skirt Manufacturers' Protective Association, hereinafter called the Manufacturers, and the following locals of the International Ladies' Garment Workers' Union, namely: Cloak Operators' Union No. 1, Cloak and Suit Tailors No. 9, Amalgamated Ladies' Garment Cutters' Association No. 10, Cloak and Skirt Makers' Union of Brownsville No. 11, New York Reefer Makers' Union No. 17, Skirt Makers' Union No. 23, Cloak and Skirt Pressers' Union No. 25, Buttonhole Makers' Union of New York, Local No. 64, Cloak and Suit Pressers of Brownsville No. 68, hereinafter called the unions:*

*Whereas, Differences have arisen between the manufacturers and their employees who are members of the unions with regard to various matters, which*

have resulted in a strike, and it is now desired by the parties hereto to terminate said strike and to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:

FIRST. So far as practicable, and by Dec. 31, 1910, electric power be installed for the operation of machines, and that no charge for power be made against any of the employees of the Manufacturers.

SECOND. No charge shall be made against any employee of the Manufacturers for materials except in the event of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

THIRD. A uniform deposit system, with uniform deposit receipts, shall be adopted by the Manufacturers, and the Manufacturers will adopt rules and regulations for enforcing the prompt return of all deposits to employees entitled thereto. The amount of deposit shall be one dollar.

FOURTH. No work shall be given to or taken to employees to be performed at their homes.

FIFTH. In the future there shall be no time contracts with individual shop employees, except foremen, designers and pattern graders.

SIXTH. The manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees.

SEVENTH. Employees shall not be required to work during the ten (10) legal holidays established by the laws of the State of New York; and no employees shall be permitted to work more than six (6) days in each week, those observing Saturday to be permitted to work Sunday in lieu thereof; all week workers to receive pay for legal holidays.

EIGHTH. The manufacturers will establish a regular weekly pay-day and they will pay for labor in cash, and each piece worker will be paid for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

NINTH. All subcontracting within shops shall be abolished.

TENTH. The following schedule of the standard minimum weekly scale of wages shall be observed;

Machine Cutters .....	\$25 00
Regular Cutters .....	25 00
Canvas Cutters .....	12 00
Skirt Cutters .....	21 00
Jacket Pressers .....	21 00
Under Pressers .....	18 00
Skirt Pressers .....	19 00
Skirt Under Pressers .....	15 00
Part Pressers .....	13 00
Reefer Pressers .....	18 00
Reefer Under Pressers .....	14 00
Sample Makers .....	22 00
Sample Skirt Makers.....	22 00
Skirt Basters .....	14 00
Skirt Finishers .....	10 00
Buttonhole Makers, Class A, a minimum of \$1.20 per 100 Buttonholes.....	
Buttonhole Makers. Class B, a minimum of \$ .80 per 100 Buttonholes.....	

As to piece work the price to be paid is to be agreed upon by a committee of the employees in each shop, and their employer. The chairman of said price committee of the employees shall act as the representative of the employees in their dealings with the employer.

The weekly hours of labor shall consist of fifty (50) hours in six (6) working days, to wit, nine hours on all days except the sixth day, which shall consist of five hours only.

**ELEVENTH.** No overtime shall be permitted between the fifteenth day of November and the fifteenth day of January, or during the months of June and July, except upon samples.

**TWELFTH.** No overtime work shall be permitted on Saturdays except to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 A. M., nor after 8.30 P. M.

**THIRTEENTH.** For overtime work all week workers shall receive double the usual pay.

**FOURTEENTH.** Each member of the manufacturers is to maintain a Union shop; a "union shop" being understood to refer to a shop where union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when hiring help, union men are preferred; it being recognized that, since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one union man and another, and shall not be confined to any list, nor bound to follow any prescribed order whatever.

It is further understood that all existing agreements and obligations of the employer, including those to present employees, shall be respected; the manufacturers, however, declare their belief in the Union, and that all who desire its benefits should share in its burdens.

**FIFTEENTH.** The parties hereby establish a Joint Board of Sanitary Control, to consist of seven (7) members, composed of two nominees of the manufacturers, two nominees of the unions, and three who are to represent the public; the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by Louis Marshall, Esq.

Said board is empowered to establish standards of sanitary conditions to which the manufacturers and the unions shall be committed, and the manufacturers and the unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

**SIXTEENTH.** The parties hereby establish a Board of Arbitration, to consist of three (3) members, composed of one nominee of the manufacturers, one nominee of the unions and one representative of the public, the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by Louis Marshall, Esq.

To such board shall be submitted any differences hereafter arising between the parties hereto, or between any of the members of the manufacturers and any of the members of the unions, and the decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

**SEVENTEENTH.** In the event of any dispute arising between the manufacturers and the unions, or between any members of the manufacturers

and any members of the unions, the parties to this protocol agree that there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the submission of such matters to said Board of Arbitration and in the event of a determination of said controversies by said Board of Arbitration, only in the event of a failure to accede to the determination of said Board.

EIGHTEENTH. The parties hereby establish a Committee on Grievances, consisting of four (4) members, composed as follows: Two to be named by the manufacturers and two by the unions. To said Committee shall be submitted all minor grievances arising in connection with the business relations between the manufacturers and their employees.

NINETEENTH. In the event of any vacancy in the aforesaid boards, or in the aforesaid committee, by reason of death, resignation or disability of any of the members thereof such vacancy in respect to any appointee by the manufacturers and unions, respectively, shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the public on such boards, such vacancies shall be filled by the remaining members representing the public in the case of the Board of Sanitary Control, and in the case of the Board of Arbitration both parties shall agree on a third arbitrator, and in case of their inability to agree, said arbitrator shall be selected by the Governor of the State of New York.

(Signed) September 2, 1910.

For the MANUFACTURERS,  
JULIUS HENRY COHEN.

For the UNIONS,  
MEYER LONDON.

For the PUBLIC,  
LOUIS MARSHALL.

#### RAINCOAT MAKERS, NEW YORK CITY.

[Terminating dispute of July 7-Sept. 8, 1910.]

*Protocol of an agreement entered into this 9th day of September, 1910, between the Waterproof Garment Manufacturers Association, hereinafter called the Manufacturers, and the following locals of the International Ladies' Garment Workers' Union and the United Garment Workers, namely: Cloak and Suit Tailors No. 9, Cloak Operators Union No. 1, Amalgamated Ladies' Garment Cutters Association No. 10, Cloak and Suit Pressers Union No. 35, Button Hole Makers Union of New York Local No. 64, Pressers of Brownsville No. 68, United Rubber Garment Cementers No. 15, hereinafter called the Unions.*

Whereas, Differences have arisen between the manufacturers and their employees who are members of the Unions with regard to various matters, which have resulted in a strike, and it is now desired by the parties hereto to terminate said strike and to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:



**FIRST.** So far as practicable, and by December 31st, 1910, electric power be installed for the operation of machines, and that no charge for power be made against any of the employees of the Manufacturers.

**SECOND.** No charge shall be made against any employee of the Manufacturers for materials except in the event of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

**THIRD.** A uniform deposit system, with uniform deposit receipts, shall be adopted by the manufacturers, and the Manufacturers will adopt rules and regulations for enforcing the prompt return of all deposits to employees entitled thereto. The amount of deposit shall be one dollar.

**FOURTH.** No work shall be given to or taken to employees to be performed at their homes.

**FIFTH.** In the future there shall be no time contracts with individual shop employees, except foremen, designers and pattern graders.

**SIXTH.** The manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees.

**SEVENTH.** Employees shall not be required to work during the ten (10) legal holidays established by the laws of the State of New York; and no employees shall be permitted to work more than six (6) days in each week, those observing Saturday to be permitted to work Sunday in lieu thereof, all week workers to receive pay for legal holidays.

**EIGHTH.** The manufacturers will establish a regular weekly pay-day and they will pay for labor in cash, and each piece worker will be paid for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

**NINTH.** All subcontracting within shops shall be abolished.

**TENTH.** The following schedule of the standard minimum weekly scale of wages shall be observed:

Machine Cutters .....	\$25 00
Regular Cutters .....	22 00
Canvas Cutters .....	12 00
Pressers .....	18 00

As to piece work the price to be paid is to be agreed upon by a committee of the employees in each shop and their employer. The chairman of said price committee of the employees shall act as the representative of the employees in their dealings with the employer.

The weekly hours of labor shall consist of fifty (50) hours in six (6) working days, to wit, nine hours on all days except the sixth day, which shall consist of five hours only.

**ELEVENTH.** No overtime shall be permitted between the fifteenth day of November and the fifteenth day of January, or during the months of June and July, except upon samples.

**TWELFTH.** No overtime work shall be permitted on Saturdays except to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 A. M., nor after 8.30 P. M.

**THIRTEENTH.** For overtime work all week workers shall receive double the usual pay.

**FOURTEENTH.** Each member of the Manufacturers is to maintain a union shop; a "union shop" being understood to refer to a shop where union

standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail and where, when hiring help, union men are preferred; it being recognized that, since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one union man and another, and shall not be confined to any list, nor bound to follow any prescribed order whatever.

It is further understood that all existing agreements and obligations of the employer, including those to present employees, shall be respected; the Manufacturers, however, declare their belief in the Union, and that all who desire its benefits should share in its burdens.

**FIFTEENTH.** The parties hereby establish a Joint Board of Sanitary Control, to consist of seven (7) members, composed of two nominees of the Manufacturers, two nominees of the Unions, and three who are to represent the public; the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by Louis Marshall, Esq.

Said board is empowered to establish standards of sanitary conditions to which the Manufacturers and the Unions shall be committed, and the Manufacturers and the Unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

**SIXTEENTH.** The parties hereby establish a Board of Arbitration, to consist of three (3) members, composed of one nominee of the Manufacturers, one nominee of the Unions and one representative of the public, the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by Louis Marshall, Esq.

To such board shall be submitted any differences hereafter arising between the parties hereto, or between any of the members of the Manufacturers and any of the members of the Unions, and the decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

**SEVENTEENTH.** In the event of any dispute arising between the Manufacturers and the Unions, or between any members of the Manufacturers and any members of the Unions the parties to this protocol agree that there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the submission of such matters to said Board of Arbitration and in the event of a determination of said controversies by said Board of Arbitration, only in the event of a failure to accede to the determination of said Board.

**EIGHTEENTH.** The parties hereby establish a Committee of Grievances, consisting of four (4) members, composed as follows: Two to be named by the Manufacturers, and two by the Unions. To said Committee shall be submitted all minor grievances arising in connection with the business relations between the manufacturers and their employees.

**NINETEENTH.** In the event of any vacancy in the aforesaid boards or in the aforesaid committee by reason of death, resignation or disability of any of the members thereof such vacancy in respect to any appointee by the Manufacturers and Unions, respectively, shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the public on such Boards, such vacancies shall be filled by the remain-

ing members representing the public in the case of the Board of Sanitary Control, and in the case of the Board of Arbitration both parties shall agree on a third arbitrator, and in the case of their inability to agree, said arbitrator shall be selected by the Governor of the State of New York.

(Signed) September 9, 1910.

For the Manufacturers:

ACME RAINCOAT Co.,  
AMERICAN RAINCOAT Co.,  
AUTO ROBE & RUBBER Co.,  
EASTERN RAINCOAT Co.,  
EMPIRE RAINCOAT Co.,  
ED. KRIEGER & Co.,  
LAZARUS RAINCOAT Co.,  
LIBERTY RUBBERIZING Co.,  
J. MANDLEBERG & Co. LTD.,  
PHOENIX RAINCOAT Co.,  
NATIONAL RAINCOAT Co.,  
NEW YORK MACKINTOSH Co.,  
E. L. ROSENTHAL,  
SANBORN MFG. Co.,  
UNITED STATES RAINCOAT Co.,  
NEW YORK COAT HOUSE.

The Authorized Committee:

HARRY ROSENFELD,  
CHAS. S. HOROVITZ,  
W. A. WALKER.

For the Unions:

ALEX. BLOCH.  
ISIDOR COHN,  
BENJAMIN SAUNDERS.

## **X. Food, Liquors and Tobacco.**

### **BREWERY WORKERS, BUFFALO.**

#### **(a) BEER BOTTLERS AND DRIVERS No. 194.**

*Agreement made this 1st day of March, 1910, between the M. Beek Brewing Co., Buffalo Co-operative Brewing Co., Broadway Brewing Co., East Buffalo Brewing Co., German-American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., Gerhard Lang Brewery, Lake View Brewing Co., William Simon Brewery, J. L. Schwartz Brewing Co., A. Schreiber Brewing Co., C. Weyand Brewing Co., Ziegele Brewing Co. and the Consumers Brewery, as parties of the first part, and the Bottlers Local Union No. 194 as parties of the second part.*

SECTION 1. Only members of Local Union No. 194, Beer Bottlers and Drivers, are allowed to work in the beer bottling and transportation department; the employer, however, reserving the right to hire and discharge any member of the party of the second part at any time.

SECTION 2. The working hours for inside men shall be from 7.30 o'clock in the morning until 5.30 o'clock in the evening, including one hour for dinner and 15 minutes for lunch in the forenoon. The working hours for bottle

beer peddlers shall be from 7 o'clock A. M. until 6 o'clock P. M., including one hour for dinner.

SECTION 3. Six days shall constitute a week's work.

SECTION 4. On Saturdays bottle beer peddlers shall finish their routes without overtime being paid for.

SECTION 5. The following scale of wages shall be paid: Drivers selling from 200 to 300 dozen of beer per week, \$15.50; drivers selling from 300 to 400 dozen of beer per week, \$16.00; drivers selling from 400 to 500 dozen of beer per week, \$16.50; drivers selling from 500 to 600 dozen of beer per week, \$17.00. Inside men shall receive not less than \$13.00 per week. Any overtime by inside men shall be paid for at the regular scale of wages. Establishments bottling in excess of 2,000 barrels per annum to be allowed two apprentices. All other establishments to be allowed one apprentice. Men who are receiving more or the equal amount of the above scale of wages are not to be reduced.

SECTION 6. The Secretary of Local Union No. 194 shall keep a list of all unemployed members of said Union and in case any party of the first part is in need of a man, such man to be selected from said list by such party of the first part, but it is agreed that in case any one of the Breweries or Brewing Corporations desire to employ a man in every respect competent to perform the work to be performed by the members of the party of the second part, then in that case the party of the second part shall accept such person as a member of the Union, the initiation fee not to be increased during the existence of this contract.

SECTION 7. No driver shall be allowed to work on a straight commission basis.

SECTION 8. No member shall be discharged in case of sickness if such sickness does not last longer than three months.

SECTION 9. The present employees who are not members of the Union must be admitted at the original initiation fee.

SECTION 10. Drivers to do inside work and inside men to do drivers' work whenever the employer so desires.

SECTION 11. Christmas and New Years Days are to be considered holidays; no work to be done on these days and no deduction in wages to be made.

SECTION 12. No help shall be employed on recommendation of a saloon keeper.

SECTION 13. Drivers shall keep their horses, wagons and harnesses in proper condition at all times, with the exception of Sunday, when the drivers shall be compelled to put their horses in proper condition.

SECTION 14. This agreement shall take effect the 1st day of March, 1910, and shall remain in force until the 1st day of March, 1913.

Endorsed by the International Union of United  
Brewery Workmen:

LOUIS KEMPER,

Endorsed by Bottlers Local Union No. 194:

ARTHUR HARMS,

*President.*

WILLIAM A. BOERGERS,

*Secretary.*

## (b) BEER PEDDLERS No. 16.

[Succeeding agreement of March 1, 1907-March 1, 1910, printed in annual report for 1907, p. 286.]

*Agreement made this 1st day of March, 1910, between the M. Beck Brewing Co., Buffalo Co-operative Brewing Co., Broadway Brewing Co., East Buffalo Brewing Co., German-American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., Gerhard Lang Brewery, Lake View Brewing Co., William Simon Brewery, J. L. Schwartz Brewing Co., A. Schreiber Brewing Co., C. Weyand Brewing Co., Ziegele Brewing Co. and the Consumers Brewery, as parties of the first part, and the Beer Drivers, Helpers and Stablemen of Local Union No. 16, as parties of the second part.*

SECTION 1. Only members of the Beer Drivers, Helpers and Stablemen of Local Union No. 16 are allowed to work in any of the above-named breweries' Transportation Department, but it is agreed that in case any one of the breweries or brewing corporations desire to employ a man in every respect competent to perform the work to be performed by the members of the party of the second part, then and in that case the party of the second part shall accept and allow such person to become a member of said Union. Initiation fee not to be increased during the term of this contract, and in any such case application for membership in the Union must be made before a man starts to work, and he may be kept to work until his application is finally acted upon. The employer, however, reserving the right to hire and discharge any member of the party of the second part at any time.

SECTION 2. No workmen shall be employed on the recommendation of a saloon-keeper or any other person.

SECTION 3. No member shall be discharged in case of sickness if such sickness does not last longer than three months.

SECTION 4. The working hours in the summer months of May, June, July, August, September and October shall be from 6.30 o'clock in the morning until 5 o'clock in the evening, and in the winter months of November, December, January, February, March and April from 7 o'clock in the morning until 5 o'clock in the evening, including one hour for meals, such one hour to be given at the option of the employer.

SECTION 5. Peddlers must finish their route by 5 o'clock, as no beer will be delivered after that hour, with the exception of Saturdays, when drivers and helpers shall work until 7 o'clock P. M. Work on other days excepting Saturdays after 5 o'clock shall be considered overtime and shall be paid at the rate of 35 cents per hour.

SECTION 6. Six days shall constitute a week's work.

SECTION 7. On Sundays and Holiday mornings, the drivers shall place their horses in proper condition without additional compensation. Other work on Sundays and Holidays shall be overtime and shall be paid for at the rate of 35 cents per hour. There shall be no beer delivered on Sundays by peddlers or any other employees of the breweries and there shall be no horses or wagons of the breweries used to convey the same. Stablemen must do the necessary barn work on Sundays and Holidays without additional compensation.

SECTION 8. During the months of December, January, February and March

all hands to lay off one day each week that day to be decided on by the parties of the first part and no wages to be paid for that day. Should any work on that particular day be required, the men employed in the brewery shall be called on alternately to do this work at the regular wage rates as herein provided.

SECTION 9. Thanksgiving, Christmas and New Year's are to be considered the same as Sunday. All drivers shall work later in the afternoons on the days preceding these holidays. All hands to receive full pay for Christmas and New Year's weeks.

SECTION 10. The following weekly wages shall be paid: Peddlers with a regular route not less than \$17.00 per week. Drivers \$15.50 per week. Stablemen and Helpers not less than \$14.00 per week.

SECTION 11. Each peddler, driver, stableman and helper receiving more or the equal amount of the above scale of wages shall continue at his present scale of wages.

SECTION 12. This agreement shall take effect the 1st day of March, 1910, and shall remain in force until the 1st day of March, 1913.

This agreement is signed by all the above mentioned Breweries and by the representatives of Local Union No. 16 and is endorsed by the International Union.

(c) BREWERS' UNION No. 4.

[Succeeding agreement of March 1, 1907-March 1, 1910, printed in annual report for 1910, p. 289.]

*Agreement made this 1st day of March, 1910, between the M. Beck Brewing Co., Buffalo Co-operative Brewing Co., Broadway Brewing Co., East Buffalo Brewing Co., German-American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., G. Lang Brewery, Lake View Brewing Co., William Simon Brewery, A. Schreiber Brewing Co., J. L. Schwartz Brewing Co., C. Weyand Brewing Co., Ziegele Brewing Co., and the Consumers Brewery, as parties of the first part, and the Brewers' Local No. 4 of the International Union of United Brewery Workmen of America, as parties of the second part.*

SECTION 1. Only members in good standing of Local Union No. 4 of Buffalo, N. Y., of the International Union of United Brewery Workmen are allowed to do work as described in this contract.

SECTION 2. Only members of the party of the second part are entitled to do the work in the following lines, to wit:

Every kind of work in the brew-house, in the fermenting room, cellar, fill out cellar, wash house and pitchyard, also all handling of empty or filled barrels, inside of the brewery, to drive on hoops, tending to machinery necessary to drive on kegs, cleaning pipes, whitewashing inside of the brewery, handling of all material necessary to the manufacturing of beer and ale inside of the brewery building. All repair work on cooperage done on the premises of the parties of the first part shall be done by coopers who are members of Local Union No. 4; the parties of the first part, however, reserve the right to have their repairs on cooperage done elsewhere. Foremen and assistant foremen need not belong to the Union.

SECTION 3. The employer reserves the right to hire and discharge any member of the second party at any time.

**SECTION 4.** The Secretary of Local No. 4 of the International Union of United Brewery Workmen of America shall keep a list of all unemployed members of said Union, and in case any one of the parties of the first part is in need of a man, such man to be selected from said list by the party of the first part, and the Secretary of Local Union No. 4 shall also notify the parties of the first part of the location of the office of Local Union No. 4.

**SECTION 5.** Nine (9) consecutive hours, interrupted only by one hour for dinner, and including 15 minutes for lunch in the forenoon, shall constitute a day's work, the working hours to be from 7 o'clock A. M. to 5 o'clock P. M., with the exception of the men at the kettles. Necessary work on Sundays and other overtime work shall be paid at the rate of 50 cents per hour and shall be paid in cash.

**SECTION 6.** The following wages are to be paid: All men in the wash-house and pitchyard not less than \$17.50 per week; all men at the kettles, in the fermenting room and cellar not less than \$19.00 per week. Apprentices, 1st year not less than \$9.00 per week, 2nd year not less than \$10.00 per week, and 3rd year not less than \$12.00 per week. Coopers shall be paid at the rate of \$17.50 per week. All wages are to be paid weekly. All men receiving more or the equal amount of the above scale of wages, shall continue their present scale of wages.

**SECTION 7.** Each Brewery is entitled to one apprentice to every 15 members of Local Union No. 4 employed there. Breweries that employ less than 15 men may also have one apprentice. An apprentice when entering upon his apprenticeship, shall not be under 16 nor over 21 years old. He has to learn all branches of the trade in three years.

**SECTION 8.** During the months of December, January, February and March, all hands to lay off one day each week, that day to be decided on by the parties of the first part, and no wages to be paid for that day. Should any work be required on that particular day, the men employed in the Brewery shall be called on alternately to do this work at the regular wage rates as herein provided.

**SECTION 9.** Nobody is to be engaged on recommendation of a saloon-keeper or any other person. Business men are not allowed to work in Breweries.

**SECTION 10.** No member of Local Union No. 4 shall be discharged for serving on a Committee in the interest of said union.

**SECTION 11.** Labor Day, Christmas and New Year's day are to be considered Holidays; no work to be done on these days and no deduction in wages to be made. All necessary work to be paid at the regular wage rates as herein provided.

**SECTION 12.** This AGREEMENT is to be in force from March 1st, 1910, and remain in force until March 1st, 1913.

Endorsed by International Union of United Brewery Workmen.

LOUIS KEMPER, *Secretary.*

Endorsed by International Union of United Brewery Workmen.

HERMAN KOENIG, *President.*

FRITZ RENZ, *Secretary.*

M. BECK BREWING Co.,

*Simon Seibert, Manager.*

BUFFALO CO-OP. BREWING Co.,

*John Honecker, Manager.*

BROADWAY BREWING Co.,

*Chas. W. Belzer, Manager.*

EAST BUFFALO BREWING Co.,  
*John C. Schenk, Secretary.*  
 GERMAN-AM. BREWING Co.,  
*C. A. Strangmann.*  
 GERMANIA BREWING Co.,  
*Conrad Hammer, Jr., Secretary-Treasurer.*  
 INTERNATIONAL BREWING Co.,  
*Julius W. Herbold.*  
 IROQUOIS BREWING Co.,  
*L. Burgweger, President.*  
 GERHARD LANG BREWERY,  
*Eduwin G. Miller, President.*  
 LAKE VIEW BREWING Co.,  
*Philip G. Schaefer, President.*  
 WILLIAM SIMON BREWERY,  
*Joseph G. Schaff, Treasurer.*  
 A. SCHREIBER BREWING Co.,  
*A. Schreiber, President.*  
 J. L. SCHWARTZ BREWING Co.,  
*Jos. Phillips, Secretary.*  
 C. WEYAND BREWING Co.,  
*W. W. Weigel, Secretary.*  
 ZIEGELE BREWING Co.,  
*Geo. C. Ginther, Manager.*  
 CONSUMERS BREWERY,  
*C. A. Strangmann.*

#### BREWERY WORKERS, ROCHESTER.

[In effect from April 1st, 1910, to April 1st, 1913.]

*Agreement between the American Brewing Co., Bartholomay Brewing Co., Flower City Brewing Co., Genesee Brewing Co., Hathaway and Gordon Brewing Co., Monroe Brewing Co., and the Standard Brewing Co., of the City of Rochester, New York, of the first part, and comprising the Brewer's Exchange of said city, hereinafter called the Employer and Local Unions Nos. 74 and 156 of the United Brewery Workmen of America; Local Union No. 24 of the Coopers' International Union of North America; Local Union No. 37 of the International Brotherhood of Stationary Firemen, and Local Union No. 71 of the International Union of Steam Engineers, party of the second part, hereinafter call the Union:*

WITNESSETH: That in consideration of the mutual covenants hereinafter set out, the parties hereto covenant and agree as follows:

#### QUALIFICATIONS.

The Employer hereby agrees that only members of the Union shall be employed to do work in the Brewery Plants.

#### FURNISHING MEN.

The Employer shall request, and the Union agrees to furnish satisfactory men to fill vacancies. In case no Union member is available for the position, the Employer shall have the right to engage a non-union man, who may work



in the position until the next stated meeting of the Union, when the Union shall admit such non-union man to membership in the Union, provided there is nothing against his character.

#### RECOMMENDATIONS.

Recommendations by customers of the Employer shall not be considered in the employment of any man.

#### DISCHARGE.

Members of the Union shall not be discharged by the Brewmaster or Foreman without good reasons, and not finally discharged until a representative of the Union shall have had time to investigate. The Employee shall be entitled to a hearing before the Manager of the Brewery, if he so desires. The decision of such Manager shall be final.

#### SICKNESS.

In case of sickness, every man shall be entitled to his former position upon recovery, provided his illness, does not last longer than six (6) months.

#### DULLNESS IN BUSINESS.

During the months of December, January, February and March, all employees may be laid off one day each week, that day to be designated by the Employer, no wages to be paid for that day. Should any work be required, men in the brewery shall be called upon alternately to do such work at regular wage rates.

This shall not limit the right of the Employer to lay off men in case of dullness in business, the last man on, the first man off.

#### EXCEPTIONAL DUTIES.

No man in one department shall be called upon to perform duties in any other department, excepting in cases of necessity.

#### UNION VISITS.

The Secretary or any properly authorized representative of the Union shall have the right to visit any workman in the brewery during working hours, but before doing so shall notify the Employer or the office to that effect. Such visits shall be made during the noon hour when possible.

#### APPRENTICES.

One apprentice shall be allowed for each twenty men; he shall not be less than eighteen and not more than twenty years of age. The term of apprenticeship shall be two years. During such term, thorough instruction shall be given in all branches of the trade, and he shall become a member of the Union at the start of his apprenticeship. The wages of apprentices shall be not less than twelve (\$12.00) dollars in the Brewery Plant and eleven (\$11.00) dollars per week in the Bottling Plant. Apprentices shall be bound by all the other conditions of this agreement.

#### HOLIDAYS.

Labor Day shall be considered a full holiday for inside men in the Brewery Plants, no work to be done on that day, but wages to be paid in full. New Years, Decoration Day, Fourth of July, Thanksgiving Day, Labor Day and Christmas Day, except as herein provided, shall be full holidays without deduction of wages for the Peddlers' Helpers, Teamsters, Expressmen, Bottle Beer Peddlers and Barn Men. If any work is done on these days it shall be paid for only at the rate of fifty (.50) cents per hour. In the case of Engineers and Firemen double time shall be paid. The necessary feeding of horses shall be done upon holidays the same as Sundays.

Election Day work shall be done for one-half day only, wages to be paid in full.

#### LABOR CONDITIONS.

The hours for beginning and stopping work shall be regulated by the Employer, but may be modified as shown under "*Working Hours, Wages and Labor Conditions.*"

#### WORKING HOURS, WAGES AND LABOR CONDITIONS.

##### BREWERY DEPARTMENT AND BOTTLING HOUSE.

Each work day shall consist of eight hours, with the exception of Maltsters, who shall work nine hours, interrupted by one hour for dinner. The eight hours to be arranged as the Brewmaster desires in Kettle Room, Fermenting Room, Cellars and Pitch Yard.

The hours of labor where possible shall not begin earlier than 7:00 A. M., in which case no lunch time will be allowed in the forenoon.

#### WAGES.

Wages shall be paid per week of six consecutive working days weekly, as follows: First man at the kettle, in fermenting room, cellar and wash house, Twenty dollars and fifty cents (\$20.50) per week. All other men at the kettle, in fermenting room, cellar and racking room, Eighteen dollars (\$18.00) per week. All other men in the wash house, ice manufacturing, Seventeen dollars (\$17.00) per week. Schrottmiller and Elevator Man Eighteen dollars (\$18.00) per week. Maltsters, at the Parsons Malt House Eighteen dollars (\$18.00) per week, seven days, at the Genesee Brewing Company's Malt House Seventeen dollars (\$17.00) per week, seven days, with one day off each month without reduction of pay. Night Watchman, Seventeen dollars (\$17.00) per week. Bottling Department, Fifteen dollars (\$15.00) per week.

Each firm employing one man in bottling department shall be entitled to one boy, and one boy additional for every two additional men therein employed.

Overtime to be paid for at the rate of fifty cents (50c.) per hour, and not to be taken out by time allowance at any other time.

Any fractional part of this time shall be paid pro rata at the above wages.

Any man taking temporarily the place of another for a time exceeding one day, shall receive the pay of same during such incumbency, but such pay shall not be less than he is regularly receiving.

Overtime and Sunday time shall be performed in cases of necessity only.

In all cases it must be paid for and shall not be taken out by time allowance at any other time.

The kettleman shall not be displaced during his time of lay off by a man from any other department of the brewery, unless he is a competent kettleman.

The Employer may use the Label of the International Union of Brewery Workmen of America.

Repairs of the Brewery shall be done by members of the American Federation of Labor only.

#### DRIVERS AND SHIPPING.

Peddlers, Helpers, Freight Teamsters, Expressmen and Bottle Beer Peddlers shall work nine hours per day only, interrupted by one hour for dinner; provided, however, that from May 1st to October 31st of each year hereunder (both dates inclusive), Teamsters, Peddlers and Helpers are to have their teams ready to start work at 7:30 A. M. Peddlers and Helpers to finish their regular routes upon the eve of a holiday, without overtime. Peddlers, Helpers, Teamsters and Expressmen shall at all times clean their wagons, horses and harnesses on Company's time.

Where no Barnmen are employed, the Peddlers and Helpers to do the barn work at all times.

Bottle Peddlers shall not be required to do barn work.

No work shall be performed on Sunday that can be attended to on work days. Stablemen to use the absolutely necessary time to the necessary feeding of horses and the necessary cleaning in the morning and in the evening in the stable.

The rate of pay shall be therefor per week of six consecutive working days, as follows: Peddlers, Eighteen dollars (\$18.00), Helpers, Teamsters and Expressmen, Fifteen dollars (\$15.00), Bottle Beer Peddlers, Sixteen dollars (\$16.00), Three Horse Drivers, Seventeen dollars (\$17.00), Stablemen, Sixteen dollars (\$16.00). Overtime at the rate of fifty cents (50c.) an hour.

No Barnmen shall deliver beer, except in case of urgent necessity.

#### ENGINEERS.

Eight hours shall constitute a day's work in this department, and seven days a week's work.

First Engineers on the plants where three engineers are employed shall be paid Twenty-two dollars (\$22.00) per week, other engineers Twenty-one dollars (\$21.00) per week. All overtime to be paid for at the rate of time and half time. No present wages to be reduced.

In plants where boilers are working under full steam pressure an engineer shall be on duty at all times.

#### FIREMEN.

Eight hours shall constitute a day's work in this department. The rate of pay therefor, for a week of seven consecutive working days, shall be Eighteen dollars and fifty cents (\$18.50).

Oilers and Helpers to receive the same pay as firemen.

Any fractional part of the above time shall be paid pro rata at the foregoing wages.

On Sunday no other work shall be done in the boiler room than the proper attention to the fires, the boilers and machinery connected therewith, except in case of necessity.

During the dull season when firemen may be laid off, the men shall be laid off in their turn, the last man on, the first laid off.

Overtime shall be paid for at the rate of time and half time.

#### COOPERS.

For Coopers, eight hours shall constitute a day's work.

Wages shall be at the rate of thirty-seven and one-half cents (37½) an hour. Overtime fifty cents (50 cents) an hour.

No present wages to be reduced. This shall apply to all trades.

#### TERM, CHANGE OR TERMINATION.

This agreement shall be in force for the term of three years from the date thereof, and shall take effect from April 1st, 1910, and remain in force until April 1st, 1913, and if neither party notifies the other in writing at least thirty days prior to its expiration, of intention to make changes therein, or terminate the same, it shall continue in force for another year, and so on from year to year, until notice as above has been given.

IN WITNESS WHEREOF, the parties hereto have subscribed these presents this 7th day of April, A. D., one thousand nine hundred and ten.

BREWERS' EXCHANGE, OF ROCHESTER, N. Y.

The Employer, by

SANDYS B. FOSTER,

*President.*

JAMES MALLEY,

*Secretary.*

Local Unions Nos. 74 and 156, of the United Brewery Workmen of America, and Local Union No. 24, of the Coopers' International Union of North America, Local Union No. 37, of the International Brotherhood of Stationary Firemen, and Local Union No. 71, of the International Union of Steam Engineers.

The Union by

JOHN STROHMMEYER,

P. M. QUIRK,

*Local Union 74.*

VALENTINE J. SCHROLL,

JAMES H. SCOURSE,

*Local Union 156.*

FRED LANG,

*Local Union 24.*

JOHN ASHTON,

ARTHUR ENNIS,

*Local Union 37.*

J. P. MALLODY,

WM. BURKE,

J. E. RYAN,

*Local Union 71.*

JOHN SULLIVAN,

*For the International Union.*

TIMOTHY HEALEY,

*President International Brotherhood Stationary Firemen.*

**BREWERY WORKERS, TROY.**

[Succeeding agreement of April 1, 1907-March 31, 1910, printed in annual report for 1907, p. 302.]

*Agreement between the Brewers' Union No. 13 and the Lager Beer Brewery Proprietors of the city of Troy, N. Y.*

**SECTION 1.** Only good standing members of the International Union of United Brewery Workmen of America can work in the lager beer breweries of Troy, but have to become members of L. U. No. 13; should members of L. U. No. 13 be out of work, they must have the preference.

**SEC. 2.** No workman who is recommended by a saloon keeper, or is one himself, shall be employed.

**SEC. 3.** In case of sickness the workman shall receive his former position after recovery, if the sickness is not over three months duration, and if sickness lasts longer than three months he shall have the right of employment in the same brewery, but has to present a satisfactory certificate from his physician.

**SEC. 4.** When business is slack, and it is necessary to lay off help, each and every workman who belongs to Local Union No. 13 shall be laid off on the same day of the week, such a day can be set by the employer, no man shall be laid off one or a couple of hours of the day and no new help can be employed during this period. The lay-off-system shall not last over three months from the month of December to the month of March.

**SEC. 5.** During working hours, men shall get their beer free of charge.

**SEC. 6.** Local Union No. 13 ask from the employer Brewmaster, and Assistant Brewmaster human and gentleman-like treatment to their members, and only the Brewmaster, or his Assistant shall give orders to the workmen. Shall any member of Local Union No. 13 be discharged for unfair causes testimony of his fellow workers in such cases will be taken into the hands of a committee appointed by Local Union No. 13. Should it be the case that the man was discharged unfair, the committee shall demand his reinstatement to his former position and his lost time shall be paid. Should the committee fail in its efforts the matter shall be placed in hands of Joint Local Executive Board, which will have power to settle the dispute. If said committee should fail, the matter shall be placed in the hands of an Arbitration Board, consisting of three members of the Joint Local Executive Board, three members of the undersigned brewery proprietors, and if they should not come to an agreement, a seventh man shall be called in, a disinterested party, his decision shall be final.

**SEC. 7.** No more than one apprentice shall be employed in any brewery, he shall not be under eighteen years of age, he shall report to the secretary of L. U. No. 13, at the beginning of his apprenticeship, he shall work two years, that is, six months in each department, and he is a member of Local Union No. 13.

**SEC. 8.** Wages shall be paid every week on Saturday. The working hours shall be nine hours per day for six months from April to October, and eight hours per day for six months from October to April and shall be worked in ten consecutive hours, including one hour for dinner, between April and

October, and nine consecutive hours, including one hour for dinner, between October and April. Work on Sundays shall be counted as overtime and paid for as such. Christmas, New Year, Labor Day, Fourth of July and Thanksgiving day shall be counted as Holidays, and paid for within the scale of weekly wages. Should Christmas, New Year and Fourth of July fall on a Sunday, the following Monday shall be a Holiday and paid for in weekly wages.

SEC. 9. Wages shall be as follows: Men in Kettle, Cellar and Fermenting Departments, \$20 per week, in Washhouse, \$18 per week; overwork shall be paid at the rate of 50 cents per hour. Apprentices shall receive \$12 per week during the two years of their apprenticeship. No overtime can be taken out the regular working hours. No Brewmaster or his Assistant can take the place of any workingman, or do his work.

SEC. 10. This agreement shall go into effect April the first, 1910, and remain in force until March 31, 1911, and if no agreement is presented by said time, so stated, that old or previous agreement shall stand for one more year. In any case both parties agree to announce their decision for dissolution of this section twenty-one days previous to the date of expiration.

SEC. 11. The proprietors of the lager beer breweries of Troy, N. Y., hereby agree to use strictly Union-made goods in the production of their beer, as long as it is possible to secure them, and use the Union Label of the International Brewery Workmen of the United States on all their kegs.

SEC. 12. No employee shall be discriminated against for serving on committees in the interest of the Union or for upholding his Union principles of the International Union of United Brewery Workmen.

INTERNATIONAL UNION OF THE UNITED BREWERY WORKMEN OF  
AMERICA, LOCAL UNION No. 13.

OTTO ENDERLE, *President.*

ROBERT RUEMPLER, *Secretary.*

INTERNATIONAL UNION OF THE UNITED BREWERY WORKMEN OF  
THE UNITED STATES, JOINT EXECUTIVE BOARD OF ALBANY  
AND TROY.

GEORGE SHEVLIN, *President, J. L. E. B.*

ADAM BRAUTIGAM, *Secretary, J. L. E. B.*

THE CENTRAL FEDERATION OF LABOR, TROY, N. Y.

THOMAS MCGOVERN, *President.*

W. A. DAVIS, *Secretary.*

Endorsed by the INTERNATIONAL EXECUTIVE BOARD UNITED  
BREWERY WORKMEN OF AMERICA. Cincinnati, Ohio, Feb. 26,  
1910.

LOUIS KEMP, *International Secretary.*

INTERNATIONAL UNION OF THE UNITED BREWERY WORKMEN  
OF AMERICA.

WM. DAUGHN,

JOSEPH CODY,

EMIL BACHMANN.

In accordance with resolution the undersigned Committee sign this agreement for all the lager beer brewery proprietors of the city of Troy.

**QUANDT BREWING CO.**

GEORGE BOLTON, *President.*

**THE STOLL BREWING CO.**

FREDERICK A. STOLL, *Manager.*

**THE JOHN STANTON BREWING CO.**

WM. P. STANTON, *Manager.*

**FITZGERALD BROS. BREWING CO.**

THOMAS F. FITZGERALD, *Secretary.*

**THE ISENGART BREWING CO.**

P. J. FITZGERALD, *Treasurer.*

**RUSCHER BREWING CO.**

LEW WACHTER,

per P. J. FITZGERALD.

**BREWERY WORKERS, UTICA.**

*Agreement—The International Union of Brewery Workers' Union, Local No. 54, and Rome Branch, do hereby make the following agreement with the Brewery Employees of Utica and Vicinity:*

**FIRST.**—All Employees employed in Breweries, and Agents who handle beer must be members of the Brewery Workmen's Union, Local No. 54, except superintendents, bookkeepers, or agents.

**SECOND.**—When vacancies occur, only members in good standing of local Union No. 54 are to be engaged, if such are to be obtained, if not, of our sister locals. Should an employe be unable to work on account of sickness, he shall be entitled to his former position when he has regained his health. The scarcity of work in the fall season of the year shall not be the cause of dismissal, the men, including the apprentices, shall lay off in rotation, lay off not to exceed six consecutive days. That foremen must apply to shop delegate or secretary in case of a vacancy.

**THIRD.**—A working day shall consist of nine (9) hours, the dinner hour shall be from 12 to 1 o'clock, and six (6) working days shall constitute a week, except when otherwise provided for in this agreement. When required to work overtime, Sundays and Sunday clam bakes, employes shall be paid fifty (50) cents an hour. Overtime and Sunday work shall only be required when absolutely necessary.

All employes on brewery wagons or automobile wagons delivering beer must be members of the Brewery Workers' Union, Local No. 54.

No member of a committee executing orders in the interest of the Union is to suffer on account of the discharge of his duties as such.

*Scale of Wages.*

**FOURTH.**—Engineers of Ale and Lager Beer Breweries shall not receive less than \$19.00 per week, 8 hours.

Firemen of Ale and Lager Beer Breweries shall not receive less than \$17.00 per week, 8 hours.

First Wash-House man shall not receive less than \$18.00 per week; all others \$17.00 per week.

Fermenting and Kettle-Room men shall not receive less than \$18.00 per week.

First Cellar man shall not receive less than \$18.0 per week, all other cellar men \$17.00 per week.

Teamsters, Chauffeurs and Wagon-Men shall not receive less than \$17.00 per week.

Barn Men shall not receive less than \$17.00 per week.

Men in Bottling works connected with the Brewery shall not receive less than \$16.00 per week.

Any man receiving more than the stipulated wages shall not be reduced.

FIFTH.—New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be observed as legal holidays.

Fermenting-Room Men working in Cold Storage Breweries are not allowed to do kettle work.

Teamsters are not allowed to handle two-barrel casks alone.

Teamsters and Wagon-Men agree to take care of their horses on Sundays and that only.

No Brewer or Agent is allowed to do a member's work while he is idle.

Firemen's working hours shall be 8 hours a day for seven days.

#### *Apprentices.*

One Apprentice shall be allowed to every two men or less in Bottling Department, he shall not be less than 17 years of age and shall serve one year and receive not less than \$10.00 per week for the first two weeks, \$11.00 per week for the remainder of the year.

#### *Discharge.*

Members of the Union shall not be discharged by the Brewmaster or Foreman with good reasons, and not finally discharged until a Committee of the Union shall have had time to investigate. The Employe shall be entitled to a hearing before the manager of the Brewery, if he so desires, the decision of such manager shall be final.

Apprentices are governed by all these conditions.

All these stipulations to go into effect as soon as signed dating from April 20, 1910, and shall remain in force for 12 months, until April 20, 1911.

Signed for the International Union of the United Brewery Workmen,

JOHN HOLLEBACH,

*Member of Executive Board.*

JOHN L. EVANS,

G. L. BRENNER,

P. FINNEGAN,

*Committee.*



## Signed for the Firms:

THE WEST END BREWING CO.,  
 F. X. MATT, *President.*  
 THE GULF BREWING CO.,  
 W. F. WELCH, *President.*  
 THE EAGLE BREWING CO.,  
 W. F. WELCH, *President.*  
 ONEIDA BREWING CO.,  
 G. FRED RALPH, *President.*  
 FORT SCHUYLER BREWING CO.,  
 H. B. MOORE, *President.*  
 GEO. W. GAMMEL.  
 EVANS & GIEHL.  
 BARTEL'S BREWING CO.,  
 GEORGE BINGEL, *Agent.*

**XII. Building Industry.****BRICKLAYERS, BUFFALO.**

*This agreement made this 28th day of October, in the year 1909, by and between the Mason Builders' Association of Buffalo, party of the first part (hereinafter called the EMPLOYER), and the Bricklayers' Union of Buffalo, No. 45, of N. Y., B. & M. I. U., party of the second part (hereinafter called the EMPLOYEE),*

**WITNESSETH AS FOLLOWS:**

**ARTICLE 1.** This agreement takes effect November 1st, 1909, and shall continue in effect until January 1st, 1912.

**ART. 2.** If at the expiration of this contract, either party intends to change any of the clauses of the same, ninety days' notice of such intended change shall be given the other party.

**ART. 3.** Under this agreement eight hours shall constitute a day's work, and the regular working hours shall be from 8 A. M. to 5 P. M.; excepting Saturdays during the months of June, July and August, when the regular working hours shall be from 8 A. M. to 12 noon. In cases of necessity the Employer shall have the privilege of working more than one shift of men within the 24 hours, straight time to be paid those working only eight hours per day. The privileges of this Article to be used subject to the approval of the joint Arbitration Board.

All work done on Sundays, Christmas, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day shall be paid for at the rate of double time; and all work done on Saturday afternoons during the months of June, July and August shall be paid for at the rate of time and one-half.

**ART. 4.** From November 1st, 1909, to May 1st, 1910, the regular scale of wages paid bricklayers under this contract shall be 55 cents per hour; from May 1st, 1910, and during the remaining life of this agreement the scale of wages paid bricklayers shall be 60 cents per hour.

**ART. 5.** There shall be a permanent Board of Arbitration, appointed three

members from each party to this agreement. All designations made under this Article and all decisions of such Arbitration Board shall be filed with the Secretary of the Mason Builders' Association and with the Secretary of Bricklayers' Union No. 45. Should any problem arise for adjustment between the parties to this agreement, upon the request of either party a conference must be held for the adjustment of said difference within 24 hours from the receipt of said request. The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or violation of this agreement. The decisions of this joint Board shall be binding on both parties to this agreement.

ART. 6. There shall be no sympathetic strike for any cause whatsoever during the life of this agreement.

ART. 7. All bricklayers working under this agreement shall be paid weekly, Friday or Saturday, at or before 4:30 P. M., payment to be made on job, weather permitting, otherwise at Employer's office, or other suitable place. And any and all employees discharged from work on any job shall be paid off, but any employee leaving his work of his own accord shall not be paid until the regular pay-day of such Employer.

Payments, if made on Saturday, during the months of June, July and August, shall be made on or before Noon.

ART. 8. All Employers represented in this agreement shall have the privilege of employing two apprentice boys, said apprentices to serve an apprenticeship of four years each.

In case an employer, represented in this agreement, feels that he can give permanent employment to three apprentices, or should one of his regular apprentices at an early date be finishing his apprenticeship, he may, subject to the approval of the Arbitration Board, have the privilege of engaging three apprentices.

It is further agreed that, should one Employer who usually employs these apprentices have no work for said apprentices, any Contractor represented in this agreement shall have, subject to the approval of the joint Arbitration Board, the privilege of employing such apprentices until their services are needed by their original Employer.

ART. 9. This contract is binding only upon work within the jurisdiction of Union No. 45.

ART. 10. Nothing in this agreement shall be construed as interfering with the right of Bricklayers' Union, No. 45, obeying every existing law of the R. & M. I. U. of America.

It is understood, however, that the privileges of Art. 10 shall not enforce a violation of any of the clauses of this contract.

(Signed)

MASON BUILDERS' ASSOCIATION:

B. I. CROOKER, *Chairman.*

JAS. M. CARTER, *Secretary.*

BRICKLAYERS' UNION No. 45:

CHAS. E. BELLFIELD, *Chairman.*

WM. BELL, *Secretary.*

**BRICKLAYERS, ROCHESTER.**

*Article of Agreement made this 1st day of April, 1910, by and between the Mason Contractors' Association, of the city of Rochester, and the Bricklayers' Plasterers' and Stonemasons' Union of said city, by their committees, duly appointed.*

**ARTICLE I.**

Resolved, That eight hours shall constitute a day's work for Bricklayers', Plasterers' and Stonemasons' Union No. 39. The hours of work shall be from 8 to 12 A. M., and from 1 to 5 P. M., and the wages shall be sixty cents (60c.) per hour, beginning April 1st, 1910, and expiring April 1st, 1911.

**ARTICLE II.**

It is mutually understood in the decision between the committees, that common sense and honest intent shall govern the men and the contractors in the exact moment of quitting and leaving work unfinished, when a few minutes of work is necessary to complete the work of the day.

**ARTICLE III.**

Leaving work in an unsafe condition is provided for in Mason's Rules, and such action is not called for, and not permitted by them.

**ARTICLE IV.**

The time taken for the noon hour to be left to the wishes and convenience of the Contractor and his men in the fall and spring seasons.

**ARTICLE V.**

It is agreed that men may be sent from one Contractor to another, if agreeable to the men; but the matter shall not be compulsory; and no man shall be discharged or refused work because he does not go.

**ARTICLE VI.**

It is agreed that brick floors laid in sand and then grouted, can be laid by anyone the Contractor may deem fit; but brick floors laid in cement mortar is Mason's work, and must be done by Masons.

**ARTICLE VII.**

All pointing on stone and brick walls done with the trowel, and floating plastering, shall be done by Masons, and all stonework, whether laid up dry or in mortar, shall be considered mason work, and shall be done by Masons.

**ARTICLE VIII.**

Article VIII is interpreted as follows: Concrete work to be left at the option of the Contractor. Finishing of all concrete walls, ceilings and cement floors, whether finished on reinforced concrete, brick, tile or any other material, must be done by members of No. 39, but all cement floors finished on the natural soil, whether in basement or first floor, also roofs, and the filling of voids in concrete, where left as concrete, may be done at the option of the Contractor.

**ARTICLE IX.**

After due notification thereof, no Mason Contractor shall employ other than members of the Bricklayers', Plasterers' and Stonemasons' Union, who are in good standing.

**ARTICLE X.**

To a Contractor working on an average the previous year two masons, one apprentice; five masons, two apprentices; and for every additional ten masons one apprentice.

**ARTICLE XI.**

All apprentices indentured to learn the mason trade shall be indentured for four years, and their wages shall be \$1.00 per day, first year; \$1.50 per day, second year; \$2.00 per day, third year; \$2.50 per day, fourth year.

**ARTICLE XII.**

Should any difference arise between employers and employees, the same shall be referred to the Arbitration Committee before any strike or lockout shall occur. It is further agreed when possible that the Arbitration Committee shall convene to act on the matter within twenty-four (24) hours.

**ARTICLE XIII.**

All legal holidays, namely, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Sundays, and Saturday afternoons during April, May, June, July, August and September, shall be paid double time, and night work shall be from 5 to 7 P. M., time and a half without recess; after 7 P. M., double time; half an hour for lunch, any time agreed upon by foremen and men.

**ARTICLE XIV.**

When a man is laid off or discharged, he shall be paid immediately. This is not to refer to where a job is not finished.

**ARTICLE XV.**

Men going from job to job during working hours shall receive pay for it.

**ARTICLE XVI.**

Job Stewards that are appointed on any job shall notify contractors at once, and shall not be discharged for doing their duty.

**ARTICLE XVII.**

All members of Union 39 shall be paid in full before quitting on Saturday, and during the months of April, May, June, July, August and September, Contractors may make up time to Thursday, instead of Friday night.

**ARTICLE XVIII.**

That all ducts in conduits requiring the use of the trowel and mortar shall be considered mason work, and shall be done by Masons.

**ARTICLE XIX.**

Union No. 39 hereby agrees that its members shall not contract for work in competition with Contractors.

ARTICLE XX.

That where Contractors belonging to the Mason Contractors' Association, send their masons to do day work for any corporation, company or individual, one of the Masons shall have charge of the work, unless a regular Mason foreman is sent with them.

ARTICLE XXI.

That where a Contractor sends men out of town to work, he shall pay Rochester wages and one car fare both ways.

ARTICLE XXII.

Any member of the Mason Contractors' Association, or of Union 39, who shall violate any of the Articles of this agreement shall be immediately reported, and shall be dealt with at the discretion of the Joint Board of Arbitration.

ARTICLE XXV.

These Articles of Agreement shall continue in force until amended or repealed.

JOINT ARBITRATION COMMITTEE.

For Contractors:

WM. FREDERICKS,  
Chairman.

J. E. SUMMERHAYS,  
GEO. SWAN,  
EDWARD ALBRIGHT,  
F. N. SCHUBMEHL,

For Masons:

EDWARD SCOTT,  
Secretary.

JAMES FOX,  
JAMES O'HARE,  
CHARLES HEVERON,  
JOHN H. MAYER.

CARPENTERS, BUFFALO.

*This agreement, made this . . . . day of April in the year 1910, by and between The Builders' Association of Buffalo, N. Y., party of the first part, and the Carpenters' District Council of Buffalo and Vicinity, party of the second part.*

WITNESSETH AS FOLLOWS:

ART. 1. This agreement shall take effect May 1st, 1910, and continue in effect until May 1st, 1912.

ART. 2. If at the expiration of this agreement either party intends to change any of the clauses of the same, 4 months' notice of such intended change shall be given one party to the other, and the adjustment of the wage scale must be made on or before February 1st, 1912.

ART. 3. Under this agreement eight hours shall constitute a day's work, and the regular working hours shall be from 8 A. M. to 4.30 P. M., excepting Saturdays during the months of June, July and August, when the regular

working hours shall be from 8 A. M. to 12 Noon. In cases of necessity the employer shall have the privilege of working more than one shift of men within the 24 hours, straight time to be paid to those working only eight hours per day.

All work done on Sundays, Christmas, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day, shall be paid for at the rate of double time; and all work done on Saturday afternoons during June, July and August, and all overtime except as above, shall be paid for at the rate of time and one-half.

ART. 4. From January 1st, 1910, to May 1st, 1910, the minimum scale of wages paid carpenters under this contract shall be 40 cents per hour; from May 1st, 1910, and during the remaining life of this agreement, the minimum scale of wages paid carpenters shall be 45 cents per hour.

ART. 5. There shall be no sympathetic strike for any cause whatsoever during the life of this agreement.

ART. 6. All employers represented in this agreement will pay their men weekly, on a regular pay day, the wages to be paid on the work not later than quitting time.

ART. 7. Whenever two or more journeymen members of the second part are working together a Steward shall be selected by them, no salary shall be paid said journeymen for acting as Steward.

He shall perform his duties as Steward so as not to interfere with his duties to his employer.

Signed.     Party of First Part,  
                 BUILDERS' ASSOCIATION.

                 Party of Second Part,  
                 CARPENTERS' DISTRICT COUNCIL OF BUFFALO AND VICINITY.

#### CARPENTERS, NIAGARA FALLS.

*Agreement between The Builders' Association and Local No. 322, U. B. of C. and J. of A., Niagara Falls, N. Y., April 1, 1910, to April 1, 1912.*

Articles of Agreement between Mill Owners of the City of Niagara Falls, N. Y., parties of the first part, and bench hands, members of Local No. 322 U. B. of C. & J., of America, parties of the second part.

ARTICLE 1. This agreement shall take effect upon signature of same and shall continue in effect until April 1st, 1912.

ARTICLE 2. If at the expiration of this contract either parties intend to change any of the clauses of the same, six (6) months' notice of such intended change shall be given in writing to the other parties, otherwise this contract shall continue in force until April 1st, 1913.

ARTICLE 3. Under this agreement nine hours shall constitute a day's work, to be performed between the hours of 7 A. M., and 5 P. M. The scale of wages shall be thirty-five (35) cents per hour minimum except Sundays, Christmas, New Years, Fourth of July and Thanksgiving Day being Legal Holidays shall be paid at the rate of double time.

ARTICLE 4. When any of the men are required to go out of the mill to put up work, etc., they shall receive the same scale of wages and work the same hours as the outside carpenters.

ARTICLE 5. All overtime shall be paid for at the rate of time and one-half.

ARTICLE 6. In case of strike, sympathetic or otherwise, it shall in no way affect the men employed in the mills.

ARTICLE 7. Local Union No. 322 agree not to allow any union men to work in any planing mill or carpenter shop using machinery in this city unless the owners have signed this agreement.

#### AGREEMENT.

This agreement, made this 30th day of March, in the year 1910, by and between the Builders' Association of Niagara Falls, N. Y., party of the first part, (here-in-after called the Employer,) and the Local No. 322, in behalf of the United Brotherhood of Carpenters and Joiners, party of the second part, (here-in-after called the Employees.)

#### WITNESSETH AS FOLLOWS:

ARTICLE I. This agreement shall take effect on the first of April, 1910, and continue in effect until April first, 1912.

ARTICLE II. If at the expiration of this contract, either party intends to change any clauses of the same, six (6) months notice of such intended change shall be given the other party, else the contract shall continue in force until April first, 1913.

ARTICLE III. Under this agreement eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 5 P. M., and the minimum scale of wages for Journeymen Carpenters shall be 45 cents per hour from April first, 1910, to April first, 1912.

ARTICLE IV. Any labor performed before 8 A. M. or after 5 P. M. shall be paid for at the rate of time and one-half, except Sundays, Christmas, New Year's, Fourth of July and Thanksgiving Day, which shall be paid for at the rate of double time.

ARTICLE V. There shall be a permanent Board of Arbitration appointed, three members from each party of this contract, to be designated in writing. The persons so appointed may be changed at any time by a new designation in writing. The six so appointed shall at once choose a seventh person to act as umpire in case of their disagreement, designating him in writing, and they may change the umpire or appoint a new one for a special case at any time by a like writing. In case of a disagreement between the six arbitrators, the decision of the umpire, agreeing with any three of them shall be final. All designations made under this article, and all decisions of such Arbitration Board, shall be filed with the Secretary of the Builders' Association and the Secretary of Local No. 322.

The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or violation of this agreement.

ARTICLE VI. The Business Agent of the Union shall be recognized as the representative of the Local, but he will not interfere in any way with the progress of work during working hours, except in case of a known violation of this agreement.

ARTICLE VII. No member of the Local shall quit work on account of a supposed violation of this agreement until the matter in dispute has been submitted to a meeting of the Board of Arbitration, provided the same is called in writing within 24 hours.

ARTICLE VIII. All employers represented in this agreement will pay their men weekly, either on Saturday or Monday, not more than one day's pay to be retained.

ARTICLE IX. If any of the clauses of this agreement are violated and the offending party does not enforce the decision of the Board of Arbitration, then this agreement shall be null and void.

Local No. 322 will not permit any of its members or any of the members of 1555 to do any carpenter work at any time or in any place for less wages or longer hours than that set forth in this agreement.

#### CARPENTERS, POUGHKEEPSIE.

*An agreement between the Master Builders' Association of the City of Poughkeepsie and Local Union No. 203, U. B. of C. and J. of A., from May 1, 1910, to May 1, 1911.*

ARTICLE 1. Eight hours shall constitute a day's work, which for urgent reasons may be made between the hours of 7 A. M. and 6 P. M.

ARTICLE 2. The minimum wage scale shall be 43½ cents per hour or \$3.50 per day. Any union carpenter having had permission from the union may work for less than the regular wages.

ARTICLE 3.—Between the hours of 6 P. M. and 11 P. M., 66 cents per hour shall be paid.

ARTICLE 4.—Between the hours of 11 P. M. and 8 A. M., 87½ cents per hour shall be paid.

ARTICLE 5.—All Master Builders sending their men outside of the city limits shall pay their men transportation to and from the job, or pay them wages equivalent to such transportation charges.

ARTICLE 6.—All carpenters and apprentices shall be properly equipped and ready to commence work at the proper time. They shall be at the shop or building in ample time to be taken to another place to work.

ARTICLE 7.—All carpenters of Local Union No. 203 taking work independently or as Master Builders shall charge the same rate per hour (52 cents) as charged by the Master Builders of this city.

ARTICLE 8.—The members of Local No. 203 working for any Master Builder shall be paid for his work every week, said payment to be made on Saturday and on the job where working, as far as possible.

ARTICLE 9.—Any male of good moral character over the age of 17, may be taken on as an apprentice, to serve three years with one Master Builder (amount of work permitting). His wages for the first year to be not less than \$6.00 per week, and to be advanced each succeeding year until his term of apprenticeship expires. One apprentice to every five men or fraction thereof may be taken on.

ARTICLE 10.—No smoking will be allowed on any building or any shop during working hours.

ARTICLE 11.—A committee of Master Builders shall meet a committee of Local Union No. 203 every year between January 15 and February 1, for the purpose of discussing and arranging matters pertaining to the trade which will tend to the mutual interest of both employer and employee.

ARTICLE 12.—Any difference which may arise between the Master Builders



and Local Union No. 203, shall be referred to a committee of two from each organization. Should such committee fail to agree, they shall each appoint one to be mutually agreeable to both parties, they to appoint another as referee. The decision of such committee to be binding.

*Committee Local Union No. 203:*

EDMUND J. FREER,  
JAS. MACLERNON,  
G. W. HILLIKER.

*Committee Master Builders' Association  
of Poughkeepsie, N. Y.:*

CHAS. M. CHRISTIAN,  
FRED. MADSEN,  
JOSEPH S. KEATING,  
EUGENE SHOVER,  
ED. HOHL.

**CARPENTERS, YONKERS.**

[Succeeding agreement of Sept. 29, 1909-April 1, 1910, printed in annual report for 1909, p. 557.]

*Agreement by and between the Master Carpenters' Association and the Joint District Council of Carpenters and Joiners of Yonkers, N. Y., April 15, 1910.*

SECTION 1. Eight hours shall constitute a day's work, all work to be done between the hours of 8 A. M. and 5 P. M. except Saturday, when all work shall cease at noon. The minimum rate of wages, under the jurisdiction of the District Council, shall be \$4.00 for April, 1910, \$4.25 for May, and \$4.50 for June 1st, 1910, until April 1st, 1911. No work shall be executed on Saturday between the hours of 12 noon, and 5 P. M.; all over that time shall be paid for at the rate of time and a half, except Sunday, New Year's, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas, which shall be double time. All holidays falling on Sunday shall be observed on Monday.

SEC. 2. No men will be allowed to work overtime unless in a case where it is absolutely necessary.

SEC. 3. Laborers employed to assist Carpenters shall be confined to work which requires no Carpenters' tools.

SEC. 4. One apprentice shall be allowed to every ten men employed by any Master Carpenter.

SEC. 5. The compensation of a Foreman shall not be less than 25 cents per day in advance of the regular Journeyman's wage.

SEC. 6. When men are laid off or discharged they shall be paid at that time, otherwise the Business Agent shall at once call off all other men employed on the job.

SEC. 7. All men shall be paid once per week on job, or shall be allowed time to travel from the job to the office. Waiting time shall be paid one-half hour after quitting time.

SEC. 8 Men sent to a locality without the jurisdiction of the Joint District Council shall be paid the union rate of wages in the district to which they are sent.

SEC. 9. Men employed exclusively as machine-men shall receive \$20.00 per week minimum, and at no time shall they be allowed to handle carpenters' tools.

SEC. 10. No Member shall lump or sub-contract any carpenter work.

SEC. 11. Any Member taking jobbing work, shall charge the same rate of wages as the Master Carpenters' Association.

SEC. 12. This agreement shall hold good until April 1, 1911, and four months' notice shall be given on either side before a change can be made.

#### **DREDGE MEN, GREAT LAKES.**

##### **(a) DREDGE ENGINEERS AND CRANEMEN.**

*This agreement, made and entered into at Detroit, Mich., on the eighteenth day of February, 1910, by and between The Dredge Owners' Protective Association of the Great Lakes, as party of the first part, and The International Brotherhood of Steam Shovel and Dredge Men, affiliated with the International Longshoremen's Association, as party of the second part,*

WITNESSETH: Under the following terms and conditions, the party of the second part agrees to furnish the party of the first part competent and experienced men at all times. Failing to do so, the party of the first part may employ another man, or men, for fifteen (15) days to fill the place, and if the man or men are satisfactory to the party of the first part, they shall have said fifteen (15) days wherein to join the respective local of the party of the second part, if satisfactory to both parties.

First: It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the party of the first part, or his representatives, in charge of the various tugs, dredges and rock drills, and that the scowmen be under the control of the captain of the tugs from the time the scow leaves the dredge until scow returns again.

Second: There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against any member of the party of the first part; where either party thinks there is a discrimination it shall be settled by arbitration.

Third: All complaints, grievances, or questions in dispute arising under this agreement that cannot be adjusted by the parties hereto shall be submitted to arbitration, as is hereafter provided for the arbitration of disputes, grievances and controversies.

Fourth: If a member of the party of the second part has been discharged and believes that such discharge was unjust, he may ask for arbitration through his Grand Lodge. Said Arbitration Board to meet within ten (10) days after having the matter in dispute submitted to them.

Fifth: In the event of a man being discharged or quitting work, the Company may employ a member temporarily to fill such a vacancy for a period not to exceed thirty (30) days; if, however, he is continued in the Company's employ longer than thirty (30) days he cannot be laid off or discharged without just cause.

Sixth: In the event of a controversy arising between the parties hereto, or in the event of the men having a grievance, they shall continue to work, and all such controversies and grievances will be settled, if possible, by the representative of the men and the representative of the employer. If such controversy or grievance cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer may agree; if the representative of the men and representative of the employer cannot agree, then the matter shall be submitted to the representative of the General Organization of which he is a member and the General Manager, or his representative, of the Dredge Owners' Protective Association of the Great Lakes; and, if they cannot agree, then they shall choose a third disinterested man, and the said three shall constitute a Board of Arbitration, and the decision of the majority thereof shall be final and binding, and all parties hereto shall abide thereby. It is expressly understood and agreed that said Arbitration Board shall meet within ten (10) days after the occurrence of the difference requiring arbitration has been submitted to them.

Seventh: It is distinctly understood and agreed that no beer or other intoxicating liquors will be permitted to be brought on the property of any member of the Dredge Owners' Protective Association of the Great Lakes. For a violation of this clause the guilty party or parties may be suspended or discharged.

Eighth: Where any man or men cause a wilful loss to party of the first part, said man or men shall pay to the party of the first part the amount of such loss. If said man or men refuse to pay such loss they shall be expelled from the Organization to which they belong, and remain expelled until such loss is paid by them; said loss to be determined by the Arbitration Board, as provided for in the case of controversies and grievances.

Ninth: It is further understood and agreed that the parties hereto agree to meet in Detroit on the second Monday of February, 1911.

#### WAGE SCALE AND CONDITIONS.

This agreement is made for the year ending March 31, 1911.

ARTICLE 1. This Agreement to go into effect April 1, 1910, and remain in full force and effect until March 31, 1911.

ART. 2. The parties hereto agree that on and after the signing of this agreement thirty (30) days or nights will constitute a full month's work, and that twelve (12) hours shall constitute a full day's work. Meal time not included.

Where men work over twelve (12) hours per day the extra time will be paid for at the rate of time and one-half. Double time for working legal holidays. All Sunday work to be paid for at the rate of time and one-half in addition to the regular monthly salary for the actual time worked. No work shall be done on Sundays except by orders from owners or superintendents.

ART. 3. It is agreed that dredges working sixteen (16) hours or over per

day shall carry one (1) chief engineer, two (2) assistant engineers, one (1) craneman and one (1) assistant craneman. It is further agreed that second engineers are to be employed on all dredges carrying three and one-half ( $3\frac{1}{2}$ ) yard dippers or over, and also that one (1) craneman and one (1) assistant craneman shall be employed on all dredges carrying five (5) yard dippers or over.

Where second engineers have been employed on dredges heretofore they shall not be displaced.

ART. 4. It is the duty of the chief engineer, or man in charge of the dredge, to secure a competent dredge crew and require of them a faithful performance of their respective duties.

In the event that the men usually employed as dredge men are not available, or refuse to serve, the party of the second part pledges itself to endeavor to secure others to serve and use the influence of its organization and do everything in its power to keep the dredges of the party of the first part in continuous operation.

ART. 5. The party of the first part agrees to pay a minimum scale of wages as follows:

On dipper dredges, orange peel and clam shells:

\$150.00 per month and board for chief engineer.

\$110.00 per month and board for assistant engineer.

\$99.00 per month and board for craneman.

\$88.00 per month and board for assistant craneman.

ART. 6. The party of the first part further agrees to pay the following minimum scale of wages on elevator dredges:

\$150.00 per month and board for chief engineer.

\$110 per month and board for operator.

ART. 7. The party of the first part further agrees to pay the following scale of wages on hydraulic dredges that have 17-in. suction or over:

\$150.00 per month and board for chief engineer or chief operator.

\$110.00 per month and board for assistant engineer or assistant operator.

Hydraulic dredges that have from 12-in. to 16-in. suction, both inclusive, to pay:

\$130.00 per month and board for chief engineer or chief operator.

\$100.00 per month and board for assistant engineer or assistant operator.

Where hydraulic dredges work double shift they shall have one (1) chief and one (1) assistant on each shift, but where they work but one (1) shift they shall carry one (1) chief and one (1) assistant.

ART. 8. It is agreed that the party of the second part shall be paid twice each month.

ART. 9. The party of the second part agrees to give the party of the first part six (6) days' notice before leaving their employ.

ART. 10. It is agreed that where higher wages are paid certain engineers and cranemen, such wages shall not be reduced.

ART. 11. The party of the first part agrees to furnish men in their employ good food, clean and comfortable sleeping quarters, or if the men board ashore, they will be allowed seventy-five (75) cents per day in lieu of board.

ART. 12. It is understood and agreed that no work shall be done on Labor

Day. Monthly men working under this agreement shall not be paid for Labor Day, or other legal holidays not worked.

Signed by International Brotherhood of Steam Shovel and Dredgemen:

T. J. HASSETT,

C. MURPHY,

T. J. MURPHY,

WM. CHAPMAN,

J. J. RYAN,

W. J. O. WALLING,

ALEX BELLAIR,

T. J. DOLAN.

R. J. LATCHFORD,

Signed by International Longshoremen's Association.

T. V. O'CONNOR.

Signed by the Committee of Dredge Owners' Protective Association of the Great Lakes:

J. A. SMITH,

S. O. DIXON.

(b) DREDGE FIREMEN, OILERS, ETC.

*This agreement, made and entered into at Detroit, Michigan, on the 18th day of February, 1910, by and between The Dredge Owners' Protective Association of the Great Lakes, as party of the first part, and The International Dredge Workers' Protective Association (which includes Dredge Firemen, Oilers, Deck Hands, Scowmen and Watchmen) all affiliated with the International Longshoremen's Association, as party of the second part.*

WITNESSETH: Under the following terms and conditions, the party of the second part agrees to furnish the party of the first part competent and experienced men at all times. Failing to do so the party of the first part may employ another man or men for fifteen (15) days to fill the place, and if the man or men are satisfactory to the party of the first part they shall have said fifteen (15) days wherein to join the respective local of the party of the second part, if satisfactory to both parties.

First. It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the party of the first part, or his representative in charge of the various tugs, dredges and rock drills, and that the Scowmen be under the control of the captain of the tugs from the time the scow leaves the dredge until scow returns again.

Second. There shall be no discrimination by the party of the first part, against any member of the party of the second part, nor shall the party of the second part discriminate against any member of the party of the first part; where either party thinks there is a discrimination it shall be settled by arbitration.

Third. All complaints, grievances, or questions in dispute arising under this agreement, that cannot be adjusted by the parties thereto, shall be submitted to arbitration, as is hereafter provided for the arbitration of disputes, grievances and controversies.

Fourth. If a member of the party of the second part has been discharged, and believes that such discharge was unjust, he may ask for arbitration through his Grand Lodge, said Arbitration Board to meet within ten (10) days after having the matter in dispute submitted to them.

Fifth. In the event of a man being discharged or quitting work, the Company may employ a member temporarily to fill such vacancy for a period not to exceed thirty (30) days, if, however, he is continued in the Company's

employ longer than thirty (30) days he cannot be laid off or discharged, without just cause.

Sixth. In the event of a controversy arising between the parties hereto, or in the event of the men having a grievance, they shall continue to work, and all such controversies and grievances will be settled, if possible, by the representative of the employer and the representative of the men. If such controversy or grievance cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer may agree — if the representative of the men and the representative of the employer cannot agree, then the matter shall be submitted to the representative of the General Organization and the General Manager, or his representative of the Dredge Owners' Protective Association of the Great Lakes, and if they cannot agree they shall choose a third disinterested party, and the said three shall constitute a Board of Arbitration, and the decision of the majority thereof shall be final and binding, and all parties hereto shall abide thereby. It is expressly understood and agreed that said Arbitration Board shall meet within ten (10) days after the occurrence of the difference requiring arbitration has been submitted to them.

Seventh. It is distinctly understood and agreed that no beer or other intoxicating liquors will be permitted to be brought on the property of any member of the Dredge Owners' Protective Association of the Great Lakes. For violation of this clause the guilty party or parties may be suspended or discharged.

Eighth. When any man or men cause a wilful loss to the party of the first part, said man or men shall pay to the party of the first part, the amount of such loss. If said man or men refuse to pay such loss they shall be expelled from the organization to which they belong, and remain expelled until such loss is paid by them — said loss to be determined by the Arbitration Board, as provided for in the case of controversies and grievances.

Ninth. It is further understood and agreed that the parties hereto agree to meet in Detroit on the second Monday in February, 1911.

This agreement is made for the year ending March 31, 1911.

Article 1. This agreement to go into effect April 1, 1910, and remain in full force and effect until March 31, 1911.

Article 2. Parties hereto agree that on and after the signing of this agreement thirty (30) days or nights will constitute a full month's work, and that twelve (12) hours shall constitute a full day's work. Mealtime not included.

Where men work over twelve (12) hours a day the extra time shall be paid for at the rate of time and one-half. All Sunday work shall be paid for at the rate of time and one-half, in addition to the regular monthly salary for the actual time worked. Double time for working legal holidays.

Double crews on all dredges working over sixteen (16) hours.

No work to be done on Sunday except by order of the person in charge of the dredge.

It is further understood and agreed that the party of the second part will furnish day watchmen on all legal holidays, said men to receive one day's pay for same.

Article 3. It is further agreed that the party of the first part shall pay a minimum scale of wages, as follows:

Sixty-six dollars per month and board for Firemen and Oilers.

Sixty-six dollars per month and board for Satisfactory Watchmen.

Fifty-five dollars per month and board for Deckhands and Scowmen.

The duties of a watchman shall be to watch the dredge and the entire plant connected with the dredge.

Article 4. The party of the first part further agree that this scale of wages shall commence at the time dredges start to fit out and continue in effect until dredges are laid up.

Firemen, Oilers, Deckhands, Scowmen and Watchmen shall have the preference for work fitting out and laying up, time of fitting out to be determined by the owner, or his representative, and the person in charge of the dredge.

Article 5. It shall be the duty of the Chief Engineer or man in charge of the dredge, to secure a competent dredge crew, and require of them faithful performance of their respective duties, and to stipulate other duties for them to perform in connection with the dredge when the dredge is not in operation.

In the event that the men usually employed as dredge men are not available, or refuse to serve, second parties pledge themselves to endeavor to secure others to serve, and to use the influence of its organization, and do everything in its power to keep the dredges of the first party in continuous operation.

Article 6. Party of the first part further agrees to furnish men in their employ good food, clean and comfortable sleeping quarters, or if the men board ashore they will be allowed seventy-five (75) cents per day in lieu of board.

Article 7. It is agreed that the party of the second part shall be paid twice each month.

Article 8. The party of the second part agrees to give the party of the first part six (6) days notice before leaving their employ.

Article 9. It is understood and agreed that no work shall be done on Labor Day. Monthly men working under this agreement shall not be paid for Labor Day or other legal holidays not worked.

Article 10. It is hereby agreed that where higher wages are paid certain Firemen, Oilers, Deckhands, Scowmen or Watchmen, such wages shall not be reduced.

Signed for The Dredge Owners' Protective  
Association of the Great Lakes:

J. A. SMITH,  
S. O. DIXON.

Signed for The International Dredge  
Workers' Protective Association:

CLAUDE WIRTH,  
ALBERT EAGLE,  
JOHN B. SULLIVAN,  
R. A. PICKENS,  
W. B. JONES,  
FRANK MCKINNON,  
JAMES FINNEGAN,  
FRANK FUNK,  
LEE ZIMMERMAN.

Signed for The International Longshore-  
men's Association:

T. V. O'CONNOR.

**ELECTRICAL WORKERS, ROCHESTER.**

[Succeeding agreement of May 1, 1908-May 1, 1910, printed in annual report for 1908, p. 199.]

*Be it known that the undersigned, styling themselves the Electrical Contractors of Rochester, N. Y., hereinafter referred to as the party of the first part, and Local Union No. 86, I. B. E. W. of the same place, hereinafter referred to as the party of the second part, for the purpose of maintaining harmonious relations between employer and employee in the Electrical Construction Business, and to maintain peaceful conditions in the trade, have covenanted and agreed, and do hereby covenant and agree to and with each other as follows:*

**ONE.***Definitions.*

- (a) Journeymen. Journeymen shall be a man who has served four years as an apprentice and is a member of Local No. 86, I. B. E. W.
- (b) Apprentice or Helper. All electrical workers who have the registration certificate of the Joint Examining Board are apprentices or helpers.
- (c) Contractor. A person not a member of a local union, a firm or corporation, having a recognized place of business and employing one or more journeymen, is a contractor.
- (d) Overtime. Overtime is any time other than the regular working time.
- (e) Foreman. An employee who does not handle tools is a foreman.

**Two.***Examining Board.*

- (a) Forthwith upon the execution of this agreement there shall be selected by the parties hereto, three persons who shall constitute a Board of Examiners to act upon all applications for the position of journeymen electrical worker, and the registration of apprentices; two to be selected by the parties of the second part to this agreement, and the third by the party of the first part.
- (b) The Board of Examiners shall forthwith upon their selection qualify by accepting in writing their appointments, and frame and adopt rules and regulations governing its procedure for the examination of all applicants for journeymen's certificates, and the registration of apprentices.
- (c) The Board of Examiners shall, over the signature of its members, issue to such as shall successfully pass the examination therefor, the following certificate.

**THREE.***Be It Known*

That ———, upon his application, has been duly examined as to his qualifications as a journeyman in Electrical Construction, etc., and this is to certify that he has passed a satisfactory examination and is in all things fully qualified to enter upon electrical work as a journeyman.

Dated .....

**FOUR.***Scale of Wages.*

- (a) Journeymen. The minimum wages of a journeyman shall be \$3.50 per day until May 1st, 1912, and \$3.75 per day from May 1st, 1912, until May 1st, 1913, or until the expiration of this agreement.



(b) Apprentices or Helpers. No apprentice or helper shall be employed under 16 years of age.

(c) The minimum wages for apprentices or helpers shall be:

- \$4.00 per week for the first year
- 6.00 per week for the second year
- 9.00 per week for the third year
- 12.00 per week for the fourth year

(d) Overtime pay. Wages at the rate of time and one-half shall be paid to all journeymen or helpers who shall work in excess of eight hours in any day from 5 P. M. until 12 midnight, 7 until 8 A. M. and at the rate of double time after 12 midnight until 7 A. M. and for all work done on Sunday, New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas.

(e) If working outside of Rochester, all traveling expenses and the excess of board and lodging over that paid by workmen in Rochester, shall be paid by the contractor. Journeymen shall not report at the shop, nor leave the city earlier than 7:30 A. M.

Time consumed in traveling shall be paid at the rate of single time, it being optional to employ city helpers on out-of-town contracts, but that party of the second part shall have the supervision of all work.

Journeymen shall have the option of one trip per week when the distance shall not exceed 30 miles from Rochester.

(f) Wages shall be paid weekly and be ready for delivery at the shop or at a job at which the men shall respectively be at work, at 5 P. M. on pay day, and half holidays, at 12 noon.

(g) Wages. Wages shall be placed in sealed envelopes, having endorsed thereon the name of the wage earner, the number of hours represented, the date of payment and the amount enclosed.

#### FIVE.

##### *Hours of Labor.*

(a) Eight hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M.

(b) Journeymen. Each journeyman shall be ready to begin actual work in the shop or on the job at 8 A. M. and 1 P. M.

(c) No journeyman shall leave his work before 12 noon, or 5 P. M. unless another quitting time is established for the job.

(d) A helper or apprentice when coming to the shop shall report not later than 7:30 A. M. and between 5 and 5:30 P. M. No helper or apprentice shall perform any work unless actually working with or accompanied by a journeyman.

#### SIX.

##### *Apprentices.*

(a) No shop shall be allowed an apprentice unless one journeyman be employed.

(b) All apprentices must be registered.

(c) Apprentices are at all times under the direction of a journeyman.

## SEVEN.

*Jurisdiction.*

(a) It is optional with formen employed in shops of party of the first part to be affiliated with any Labor Union.

(b) Contractors shall not be members of a Labor Union.

(c) On and after this date only members of second part shall be employed unless for some reason party of the second part shall be unable to furnish men. Journeymen's wages shall be paid to all doing journeymen's work.

(d) Party of second part covenants and agrees that party of the first part shall have preference over all others in application for help.

(e) This agreement shall include all inside Electrical wiring, Fixture and Construction work, within Rochester and a territory covered by a radius of 30 miles therefrom.

## EIGHT.

*Tools.*

Each member of the party of the first part shall furnish to its employees good substantial ladders, all bits and drills exceeding eighteen inches in length which may be necessary, stocks and dies, pipe wrenches exceeding fourteen inches, pipe cutters for conduit work, hack saw blades, pipe vise and oil can.

Party of the second part agrees to be responsible for said ladders, tools, bits and drills, ordinary wear excepted; except when no provisions have been made by party of the first part for proper care of same, and in case of loss of any of the above mentioned tools the party of the second part agrees to pay said party of the first part cost of same.

## NINE.

*Miscellaneous.*

(a) The parties of the first part shall be entitled to the best services of their employees and without any artificial restraint or restrictions.

(b) No journeyman shall handle any material that is not furnished by his employer, neither shall he perform any electrical work outside the regular working hours for any person other than his employer. The minimum penalty for violation of this provision (b) shall be \$25.00.

(c) No contractor or foreman shall perform any work except in emergency repair work. and when journeymen are not available.

## TEN.

*Strikes and Lockouts.*

It is further mutually covenanted and agreed that during the continuance of this agreement there shall not be any strikes whatsoever or lockouts declared or permitted by either party hereto, except in sympathy with Local Trades, and in conformity with Section 4, Article 4, of the Constitution of the I. B. E. W. of the present date, but that all controversies shall be submitted to arbitration.

## ELEVEN.

*Arbitration.*

(a) In case of an alleged breach of this agreement, or of any of the covenants therein contained, the party making such claim shall serve a notice thereof in writing upon the other party. Such notice shall be delivered to the party who shall be designated hereunder, by the parties hereto, to receive the service of papers; notice sent by registered mail shall be sufficient service.

(b) If such alleged breach be not adjusted within three days, then the same shall be designated a disagreement.

(c) All disagreements arising between the parties hereto, or between the parties of the first part and their employees, or between a member of the party of the first part and his employees, shall be referred by either party for settlement, to a board of three arbitrators, one selected by each of the parties to the controversy, and the third by the two so selected. Decisions of the Board of Arbitration shall be final and binding on all parties to the controversy.

(d) A majority vote of the Board of Arbitration shall be final.

## TWELVE.

This agreement shall be operative for three years from May 1st, 1910, and if no notice in writing of alteration or change shall be made by either party on or before February 1st, 1913, then it shall be deemed extended for the further period of two years.

All alterations or amendments hereto, may be made by endorsements hereon, signed by the respective parties and under their seals. And it is further agreed that all previous agreements shall be declared void.

## THIRTEEN.

It is further mutually agreed by and between the parties hereto that the rules, regulations and procedure of the Examining Board are made a part of this agreement with the same force and effect, as though the same were embodied herein.

## FOURTEEN.

If any journeyman member of party of second part performs his work improperly, except repair work, he shall be required to correct same on his own time unless error be due to method or directions given him by his foreman, and it shall be optional with said member whether he shall correct said work during regular working hours, or at other times within (5) days.

## FIFTEEN.

Fred Fish is hereby designated for service of papers by party of the first part.

Frank B. Glynn is hereby designated for service of papers by party of the second part.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 4th day of March, 1910.

RUDOLPH SCHMIDT,  
FRED FISH,  
T. H. GREEN,

Committee for Electrical Contractors Association.

ALBERT J. PEARCE,  
JAS. LAMBERT,  
H. ELLERY ERHARDT,  
Committee for Local 86, I. B. E. W.

LAUBE ELECTRIC CONSTRUCTION CO.,  
JOHN O'CONNELL ELECTRIC CO.,  
ROCHESTER ELECTRIC CONTRACTING CO.,  
GREEN & WARD,  
MANNING & LAWLESS,  
ECONOMY ELECTRICAL CO.,  
FRANK HAHN.

**HOUSESMITHS, NEW YORK CITY.**

*Memorandum of agreement entered into this first day of July, 1910, by and between United Housesmiths and Bridgemen of New York and Vicinity, their officers duly authorized, parties of the first part, and the District Council of the United Housesmiths' and Bridgemen's Union, of New York and Vicinity, comprising the following locals of the International Association of Bridge and Structural Iron Workers: Local No. 35, United Housesmiths' and Bridgemen's Union of Brooklyn; Local No. 45, Bridge and Structural Iron Workers of New Jersey; Local No. 52, United Housesmiths', Bronze, Metal Furniture and Sanitary Iron Workers; Local No. 40, United Housesmiths' and Bridgemen's Union of New York; Local No. 11, United Housesmiths' and Bridgemen's Union of Newark, N. J., by their officers duly authorized, parties of the second part:*

**WITNESSETH:**

1st. This agreement shall apply only to men employed in the erection and construction of all steel and cast-iron structures, ornamental or otherwise, viz.: Bridges and viaducts, stringing temporary and permanent cables for suspension bridges, steel stacks, steel coal bunkers, ash, coal and ore conveyors, car-dumpers, jail and cell work, steel grain elevators and tanks, steel stand pipes, steel water tanks, iron and steel bulkheads, steel tower, blast furnaces, including skip hoists and top rigging, ash pans and ash hoppers. All structural work pertaining to buildings, or in support of boilers, frames, and all steel or cast-iron work pertaining to buildings, or in support of boilers, including foundation beams, columns, beams or girders, and structural work for safe deposit vaults, mullions, steel or cast-iron; also the wrecking of bridges, viaducts and steel buildings; also any work required to change or alter in field material shipped from the shops, such as framing, cutting, bending and drilling; ornamental front work (solid or shell), corrugated sheet work when attached to steel frames, plates, anchors, caps, corbells, light lintels, etc. The erection and removal of all necessary false work, derricks, travelers and scaffolding, the moving and placing of heavy machinery in bridges and buildings, elevator cars, elevator pans, all grating, bucks for hallways, iron partitions, ceilings, hangers, clips and all bracket work; all iron work appertaining to reinforced concrete work, all steel corner beads, all iron flooring, rolling shutters and curtains, iron frames, Kalameined and iron doors, shutters, cast tiling, French frames, plates, overhead travelers,

all wire work, railings, window guards and all fencing. The erection and construction of all ornamental and structural iron, brass and bronze, all grill work, sidewalk and vault lights, skylights, roofs and towers, all elevator and dumb-waiter enclosures, all iron fronts, metal furniture, sanitary trim, mail chutes, all cast or wrought iron ventilators, iron stairways, fire escapes, iron or steel signs, and all household work on buildings. Within a radius of 50 miles from the City Hall in the States of New York and New Jersey, and including the whole of Long Island, it shall take effect July 1, 1910, and continue in force until May 1, 1911, and thereafter from year to year unless either party thereto shall have given three months' notice in writing to the party of the other part prior to the expiration of any year of a desire to change the agreement for the following year.

2d. The parties of the first part agree to employ only members of the UNITED HOUSESMITHS AND BRIDGEMEN OF NEW YORK AND VICINITY. It is agreed, however, in case the Union is unable to directly or indirectly supply competent workmen in sufficient quantity, the parties of the first part shall be at liberty to hire other men who may apply, and who have been examined and found satisfactory as to character and competency, by the parties of the first part or their representatives. The parties of the second part shall be at liberty to admit such men to membership in their Union, and the parties of the first part shall not in any way prevent or oppose the said employees from joining said Union.

3d. All men to be employed and paid by the hour, eight hours to constitute a day's work except on Saturdays, when work shall cease at 12 o'clock. Overtime shall be paid for at the rate of double time, including time worked Saturday afternoons, and until midnight Sunday, and the following legal holidays, viz.: Washington's Birthday, Lincoln's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, or on the days that may be observed as these holidays. Unless absolutely required, no work is to be done on Sundays or legal holidays. No work is to be done on Labor Day, and no man is to be discharged for refusing to work overtime except in the case of accident or actual necessity. The parties of the second part agree to work in regular night gangs, at regular time, wages and hours except such time as specified as double time.

4th. The parties of the first part agree to pay weekly on the job at regular pay days. All men laid off or discharged shall be paid immediately on the job.

5th. No apprentice to be employed by the parties of the first part without the written consent of his parents or guardian to such employment, and shall serve a term of one and one-half ( $1\frac{1}{2}$ ) years in case of structural apprentices. At the end of such time, said apprentice may become a member of the Union provided he passes the necessary examination. The ratio of apprentices on structural work to be not more than one (1) apprentice to every seven (7) skilled mechanics. Apprentices to be registered with party of second part.

6th. The Union to appoint a steward on each job. All complaints shall originate either with the job steward, or the representative of the employer on the job, and shall be made in duplicate in writing, one copy to be given to the business agent or representative of the parties of the first part, and one copy to the parties of the second part or their representatives,

7th. The parties of the first part hereby agree to pay the following wages: All men employed on structural work, except apprentices, work at the rate of 62½ cents per hour. Finishers, 62½ cents per hour. Finishers' helpers, 43¾ cents per hour. Apprentices, 37½ cents per hour. Finishers' helpers not to be employed on structural work. In finishing work, it is understood that one helper be allowed to one finisher in the erection of work.

8th. The parties of the first part shall be at liberty to employ such men as they see fit in unloading trucks, in framing false work, in painting and handling material for storage purposes at storage points. It is understood that when material is delivered on the job, the handling of same shall be done afterwards by members of the Union.

9th. There shall be no restriction placed by any workmen or the Union upon the amount of work to be performed by any workman during working hours. There shall be no restriction on the part of any workman or the Union as to the use of machinery or tools, or as to the number of men required to handle or operate same.

10th. There shall be no restriction whatever as to the employment of foremen. The employer may employ on one piece of work as many foremen as in his judgment are necessary for the safe, expeditious and economical handling of same, said foremen not to use tools or handle material.

11th. No person or persons, other than those herein expressly authorized, shall have the right to interfere with workmen during working hours.

IN WITNESS WHEREOF, the parties have hereto this day set their hand and seals, the day and year first herein above mentioned.

Signed

#### LABORERS, ROCHESTER.

[Succeeding agreement of May 7, 1909—April 1, 1910, printed in annual report for 1909, p. 562.]

*Articles of agreement between the Mason Contractors' Association and International Hod Carriers and Building Laborers' Organizations, of Rochester, New York.—May 1, 1910 to May 1, 1911.*

"The object of this agreement is to promote efficient workmanship, to maintain an equitable living wage, to discourage labor disputes, to provide means for their speedy adjustment, and in general to develop a better understanding between contractor and men, to the general good of the Community."

#### ARTICLES OF AGREEMENT.

Made and entered into this 23d day of April, 1910, between the Mason Contractors' Association and the German, Polish and Italian Locals of the Hod Carriers and Building Laborers' Organization, of Rochester, New York, and vicinity.

ARTICLE I. It is mutually agreed by the above-named parties that eight hours shall constitute a day's work; that the working hours shall be from eight o'clock a. m. to twelve m., and from one o'clock p. m. to five p. m. to be known as regular working hours.

ARTICLE II. That half holidays on Saturday during the season be left to the contractor and his men.

**ARTICLE III.** It is further agreed that for the following class of labor: Tending masons, mixing and handling all material used by masons, building scaffold for mason plasterers, tending to and mixing of all materials for plastering, whether done by hand or any other process, the minimum scale of wages for hod carriers and building laborers shall be twenty-eight (28) cents per hour. And for the following class of labor: Wrecking buildings, excavating for buildings, digging trenches, piers and foundations, holes and caisson work, concrete for buildings, whether foundation, floor, or any other, whether done by hand or any other process, and cleaning debris from buildings, the minimum scale of wages for common laborers shall be twenty-six (26) cents per hour for regular working hours.

And the Laborers Unions further agree to demand and receive for their members the same rates from any other employers for work of a like character, and including in addition to the work as classified, all work in connection with driveways, walks, grading, sewers and trenching, and all labor work of new buildings or alterations of buildings and adjoining property.

**ARTICLE IV.** It is further agreed by the above-named parties that laborers may be allowed to work from fifteen minutes to eight o'clock a. m. and from ten minutes to one o'clock p. m., and receive for these twenty-five minutes for overtime, fifteen cents.

**ARTICLE V.** No other overtime is allowed for laborers to work, except in case of emergency, when time and a half shall be paid. On Sundays and legal holidays, such as New Year's Day, Decoration Day, Independence Day, Labor Day and Christmas Day, double time shall be paid.

**ARTICLE VI.** When necessary to work men in shifts, such extra labor shall not be classed as overtime.

**ARTICLE VII.** It is further agreed by the above-named parties, that the business agent of the Laborers Union shall have power to visit jobs, but not during working hours, and the job steward shall be recognized by the employer and foreman of the job.

**ARTICLE VIII.** When laborers are discharged, they shall be paid immediately.

**ARTICLE IX.** Should any difference arise between members of the Mason Contractors Association and employees, the same shall be referred to the Joint Arbitration Committee before any strike or lock-out shall occur, and work shall not cease pending decision of the Joint Arbitration Committee. It is further agreed, when possible, that the Joint Arbitration Committee shall convene to act on the matter in dispute, within twenty-four hours.

**ARTICLE X.** It is further agreed by the above-named parties that, if either of the above-named parties wish to change the above agreement at its expiration, they shall give at least thirty (30) days' notice in writing.

**ARTICLE XI.** It is further agreed by the above-named parties that all provisions in this agreement shall be binding on both parties from May 1st, 1910, to May 1st, 1911.

WM. M. FRIEDERICHS  
J. E. SUMMERHAYS  
GEO. L. SWAN  
F. N. SCHUBMEHL  
E. L. ALBRIGHT

JOS. CIECHANOWSKI  
ALBERT ROEGNER  
NUNCANTO BIANCHI  
HERMAN LEISKE  
COSMO CAMELIO

**PLASTERERS, BUFFALO.**

*This agreement, made this 31st day of March, in the year 1910, by and between the Mason Builders' Association, and Employing Plasterers' Association of Buffalo, party of the first part (hereinafter called the employer), and the Plasterers' Union of Buffalo, No. 9, of N. Y., party of the second part (hereinafter called the employee).*

WITNESSETH, as follows:

ARTICLE 1. This agreement takes effect May 1st, 1910, and shall continue in effect until January 1st, 1912.

ARTICLE 2. If, at the expiration of this contract, either party intends to change any of the clauses of the same, ninety days' notice of such intended change shall be given the other party.

ARTICLE 3. Under the agreement, eight (8) hours shall constitute a day's work and the regular working hours shall be from 8 A. M. to 4:30 P. M. excepting Saturdays during the months of June, July and August, when the regular working hours shall be from 8 A. M. to 12 Noon. In case of necessity the employer shall have the privilege of working more than one shift of men within the twenty-four (24) hours: straight time to be paid. Double time to be paid for all overtime.

The privileges of this article to be used subject to the approval of the Joint Arbitration Board.

All work done on Sundays, Christmas, New Year's, Decoration Day, Fourth of July, Thanksgiving Day and all work done on Saturday afternoons during the months of June, July and August shall be paid for at the rate of double time. And on Labor Day there shall be no work done.

ARTICLE 4. The scale of wages paid Plasterers under this agreement shall be 55 cents per hour.

ARTICLE 5. There shall be a permanent Board of Arbitration appointed, equal representation from each party to this agreement. All designations made under this Article, and all decisions of such Arbitration Board shall be filed with the Secretary of the Employing Plasterers' Association, Mason Builders' Association, and with the Secretary of Plasterers' Union No. 9.

Should any problem arise for the adjustment between the parties to this agreement, upon request of either party a conference within twenty-four (24) hours from the receipt of said request shall be called. The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or violation of this agreement. The decisions of this joint Board shall be binding on both parties to this agreement.

ARTICLE 6. There shall be no sympathetic strike for any cause whatsoever during the life of this agreement.

ARTICLE 7. All Plasterers working under this agreement shall be paid weekly, Friday or Saturday, at or before 4:30 P. M., payment at all times to be made on the job. And, any and all employees discharged from work on any job shall be paid off, but any employee leaving his work of his own accord shall not be paid until the regular pay-day of such employer. Payments, if made on Saturday, during the months of June, July and August shall be made on or before Noon.

ARTICLE 8. No employer to have more than two (2) apprentices at any one time, and it is the sense of this article that the second apprentice shall start when the first is in his last year.



**ARTICLE 9.** This contract is binding only upon work within the jurisdiction of Union No. 9.

(Signed) :

**EMPLOYING PLASTERERS' ASS'N.—**

CHARLES H. GILL, Pres.

MICHAEL J. BYRNE, Sec.

(Signed) :

**MASON BUILDERS' ASS'N.—**

GEORGE W. MORRIS, Pres.

JAS. M. CARTER, Sec.

(Signed) :

**PLASTERERS' UNION No. 9.—**

JOSEPH GOURLAY, Pres.

THOS. V. BYRNE, Sec.

**PLUMBERS, NIAGARA FALLS.**

[Reported signed by Master Plumbers.]

*Agreement—Proposed working agreement between the Master Plumbers' Association and the Journeymen Association No. 129 of Niagara Falls, N. Y.:*

**FIRST:** Eight hours shall constitute a day's work.

**SECOND:** All overtime between the hours of 5 and 10 p. m. shall be time and a half; thereafter, double time.

**THIRD:** All legal holidays such as Sundays, Decoration Day, Fourth of July, Thanksgiving Day, Christmas and New Year's shall be double time.

**FOURTH:** Section 1—Wages shall be \$3.50 per day of eight hours, and from September 1, 1910, thereafter \$4.00.

**FIFTH:** There shall be but one improver to every three (journeymen) or fraction thereof, improver to have no helper.

**SIXTH:** Wages shall be paid on Saturday of each week.

**SEVENTH:** In no case shall more than one day's pay be kept back.

**EIGHTH:** On any work outside the city, Masters will furnish board and transportation for Journeyman.

**NINTH:** If the Journeymen's Local cannot supply competent men when they are wanted, Masters are at liberty to get whom they can until the local can furnish competent men to fill their places. This does not apply to suspended or expelled members.

**TENTH:** Any violation of this agreement shall be submitted to an Arbitration Board consisting of three journeymen and three masters. Twenty-four hours' notice shall be given said board before any action shall be taken.

This agreement to expire May 1, 1911.

**PLUMBERS, YONKERS.**

*Agreement between the Master Plumbers' Association and Local Union No. 152 of the U. A., Yonkers, N. Y., February 18, 1910.*

At a joint meeting of the Committee representing the Master Plumbers' Association and Local Union No. 152 of the U. A., the following agreement was adopted, to take effect at once and continue till December 31, 1910:

## CLAUSE 1.

The members of the Master Plumbers' Association agree to give the members of Local No. 152 the preference, when employing men, and the members of Local No. 152 agree to give the members of the Master Plumbers' Association the preference, when seeking employment.

## CLAUSE 2.

There shall be a permanent committee of six members from each organization, to be known as the Joint Conference Board of the Master and Journeymen's Association.

## CLAUSE 3.

All grievances arising between the Master Plumbers' Association and Local No. 152 shall be referred to the above Board for settlement, and their decision shall be binding and final to the members of each Association.

## CLAUSE 4.

Eight (8) hours shall constitute a day's work, from eight (8) A. M. to twelve (12) noon, and from one (1) P. M. to five (5) P. M. Employers shall have the power to compel their men to take one-half hour for lunch during November, December, January, February and March.

Four (4) hours' work shall constitute a day's work on Saturdays, with four (4) hours' pay, from eight (8) A. M. to twelve (12) noon. When necessary to employ man or men on Saturday afternoon, after twelve (12) noon, all shall be paid at the rate of double time.

A man on jobbing and needing material, shall report to his shop at quarter before eight A. M.

## CLAUSE 5.

It shall be the duty of every plumber to provide for his own use, a proper set of working tools. A list of tools required will be designated by the Committee.

## CLAUSE 6.

All overtime shall begin at five (5) P. M. on week days, and twelve (12) o'clock noon on Saturdays, on the regular working days of the year, and shall be paid at the rate of double time; also on Sundays and the following holidays: New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Plumbers' Day, Labor Day, Election Day, Thanksgiving Day and Christmas.

## CLAUSE 7.

No strikes or lockouts shall be ordered as the result of any difference that may arise between employer or employee, without first submitting the question in dispute to a committee of six from the Local, directly affected, and the same number from the Master Plumbers' Association; should these be unable to agree, the matter be referred to the Arbitration Committee, consisting of six members from the Local affected and an equal number from the Master Plumbers' Association, they to select a Referee, and the decision of this Board to be final and binding on all parties in all questions.

## CLAUSE 8.

No plumber shall work or be allowed to work for any one who owes a Master Plumber for work already done.

## CLAUSE 9.

All wages to be paid weekly at the rate of \$4.50 per day from now to October 1, 1910, when the rate shall be increased to \$4.75 per day.

## CLAUSE 10.

Any journeyman doing work for any one outside of his employer, shall be fined ten dollars (\$10.00) for his first offense.

## CLAUSE 11.

Boys to be regulated at the rate of four to five men, and that no Master Plumber shall be allowed to have more than one Junior Plumber working with tools, to every four journeymen or fraction of that number, in his or their employment; and, further, that no shop shall, at any time, have more than three Juniors in his or their employment.

## CLAUSE 12.

Any member of either Association, at any time applying for admission to the other Association it shall be his duty to furnish a clearance card from his last Association.

## CLAUSE 13.

The regular meetings of the Conference Board will be held on the last Thursday of each quarter.

*Signed*, February 18, 1910, by the following:

Master Plumbers' Association —

WILLIAM BROWN,  
JAMES D. THOMSON,  
EDWARD M. CAREY,  
THOS. A. HANRAHAN,  
JAMES A. DURKIN,  
JAMES LEONARD.

Local Union No. 152 —

MAURICE J. CAHILL,  
JOHN A. WALSH,  
JAS. J. O'MARA,  
R. C. DAINES,  
ABE SILVERSTEIN,  
JAS. CLARK.

## ROOFERS, NEW YORK CITY.

*Agreement entered into between the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, and the Slate and Tile Roofers' Union of New York and Vicinity.*

ARTICLE I. A working day shall consist of eight hours, performed between 8 o'clock A. M. and 5 o'clock P. M., the same to be known as regular time. Forty-four hours shall constitute a week's work, the week ending at 12 o'clock noon on Saturday. Saturday to be considered as a half day.

ARTICLE II. Any member working outside the Jurisdiction shall receive the standard rate of wages, board and expenses.

ARTICLE III. Regular time shall be paid at the rate of \$4.75 per day from January 1, 1910, to September 30, 1910, and \$5.00 per day from October 1, 1910, to December 31, 1911.

ARTICLE IV. That our representative is to have the privilege of examining the members' cards at all times.

ARTICLE V. That no employer shall sub-contract any slate or tile roofing within the jurisdiction to any lumpers or journeymen.

ARTICLE VI. That when an employer hires a man his time is to start when he leaves the shop for the job, and that any employer not wishing to retain an employee will pay him at the time his services are dispensed with.

ARTICLE VII. The slate and tile roofing shall be comprised of the following: Slate and Tile Roofing; Repairing of all Slate and Tile Roofs; Flashing and Counter-Flashing connected with slate and tile roofs, except where soldering is required, shall be done by members of the Slate and Tile Roofers' Union only, except as hereinafter provided.

ARTICLE VIII. Notwithstanding anything apparently to the contrary in this Agreement, it shall be distinctly understood that any decisions under the Joint Arbitration Plan of the Building Trades Employers' Association and the Unions, parties to the Arbitration Plan, shall govern in the matter of jurisdiction of trade.

It is mutually agreed by the parties hereto that the Arbitration Plan adopted between the Building Trades Employers' Association and the representatives of the Labor Unions is hereby made a part of this Agreement and binding on all parties hereto.

ARTICLE IX. Where necessary for men to pay more than one carfare either way, from the shop or to the job, the employer will pay the additional fare.

ARTICLE X. That any man working overtime shall receive double pay; also for Saturday afternoons, Sundays, and the following holidays: New Year's Day, Fourth of July, Christmas Day, and on no consideration will a man work on Labor Day. Time spent returning from a job outside the jurisdiction shall be paid for at the rate of single time.

ARTICLE XI. The limit of jurisdiction to consist of Greater New York and territory west of the Hudson River to line of Hackensack River, north thereon to point opposite to northern line of Greater New York.

ARTICLE XII. The men to be at work at 8 o'clock in the morning and leave at 5 o'clock in the afternoon in the territory within the limits of jurisdiction, unless it is an impossibility to reasonably so do.

ARTICLE XIII. And it is further agreed that the members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities will not employ, either directly or indirectly, to do slate or tile roofing, as provided in Article VII, within the limit of jurisdiction any person who is not a member of the Slate and Tile Roofers' Union Local No. 4 of New York and Vicinity. A member's standing to be ascertained by his working card.

ARTICLE XIV. It is further agreed that the members of the Slate and Tile Roofers' Union Local No. 4 of New York and Vicinity will not work for employers not members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities who do not agree to conform to this Agreement.

ARTICLE XV. It is further mutually agreed that in the placing of workmen, the Slate and Tile Roofers' Union shall give preference at all times to the members of the Employers' Association.

**ARTICLE XVI.** There shall be ten apprentices employed in the trade. When two journeymen are employed on a job one apprentice is allowed to work, and two apprentices are allowed on a job when more than six journeymen are employed. Apprentices at time of starting must be under twenty-one years of age. Through co-operation, endeavor should at all times be made to constantly employ apprentices.

**ARTICLE XVII.** This Agreement to take effect when signed, and to terminate December 31, 1911, and no change shall be made in any Article of said Agreement unless notice be given on or before July 1st preceding, by the Association asking for such change; such notice to be given in writing to the Secretaries of the Associations.

**ARTICLE XVIII.** In case the Slate and Tile Roofers' Union are unable to furnish the number of competent men called for, the required number of men shall be procured in accordance with the Joint Plan of arbitration.

Committee of Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities:

FRANK J. SETON,  
JAMES SMITH,  
BENJ. STORCH,  
GEORGE BROWN, JR.

Committee of Slate and Tile Roofers' Union of New York and Vicinity, Local No. 4:

J. F. JACKSON,  
W. HAMBUCHER,  
T. J. DEEGAN,  
W. J. BURLEY.

July 19, 1910.

#### **SHEET METAL WORKERS, NEW YORK CITY.**

*Agreement between the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association and the Metal Ceiling Association of New York, and the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity:*

#### **RULES.**

##### **RULE I.**

##### *Working Day.*

**SECTION I.** The working day shall consist of eight (8) hours, between eight (8) o'clock A. M. and five (5) o'clock P. M., with one hour for lunch, except on Saturday, when the time shall consist of four (4) hours, between eight (8) o'clock A. M. and twelve (12) o'clock noon.

The working day above named shall be known as the regular time, and shall be time actually employed at work.

**SECTION II.** No work shall be performed on Saturday afternoon between the hours of 1 P. M. and 5 P. M., unless the headquarters of the union shall have been notified before twelve (12) o'clock noon.

## RULE 2.

*Rate of Wages.*

Regular time shall be paid for at the rate of \$4.75 per working day, from August 1, 1910, to December 31, 1911, and \$5 per working day from January 1, 1912, to December 31, 1912.

## RULE 3.

*Rate for Overtime and Holidays.*

Any work done between five (5) o'clock P. M. and eight (8) o'clock A. M., and on Sundays, New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Election Day, Thanksgiving Day, and the Saturday half-holiday, shall be paid for at double the rate of regular time, commencing at the hour at which the men report for work by direction of their employer.

## RULE 4.

*Method of Payment.*

SECTION I. All workmen shall be paid at or before twelve (12) o'clock noon on Saturday for the week ending Thursday or Friday previous; payment to be made at the option of the employers, either on the job or at the shop.

SECTION II. Men waiting for wages after twelve (12) o'clock noon shall be paid double time, except in case of an unavoidable delay.

SECTION III. All men shall receive wages in full when laid off.

SECTION IV. Men working at job or shop and reporting at said job or shop at 8 A. M. and being laid off at that time shall be entitled to one quarter ( $\frac{1}{4}$ ) day's time.

## RULE 5.

*Apprentices.*

SECTION I. Every shop shall have the privilege of employing one (1) apprentice to every four (4) men, but no shop shall have more than five (5) apprentices. Shops employing more than twenty-five (25) men to be furnished with one (1) junior for every additional five (5) men employed, but no shop to have more than five (5) juniors. Should the union fail to furnish the necessary number of juniors, the employer shall be entitled to employ helpers in the shop to make up the number; but as soon as the union is able to furnish the required juniors the said helpers must be laid off. The rate of wages for juniors to be not less than nine (\$9) per week. In shops where more than two (2) power brakes are in operation, said shops may employ an additional apprentice to assist the Journeyman on each additional brake.

SECTION II. When an employer takes on a boy as an apprentice, he shall at once notify the Local Employers' Association of which he is a member, who shall at once notify the union.

The Employers' Association of which he is a member will issue to the apprentice a card, which shall be endorsed by the union, which card will entitle him to work as an apprentice, the time of his apprenticeship shall commence from date of notification and date of card. No candidate for apprentice to be more than twenty-one (21) years of age.

SECTION III. An apprentice shall be at all times under the control of his employer in regard to wages, actions, etc.

SECTION IV. An apprentice shall at the end of four (4) years be entitled to a journeyman's card, provided he has passed the regular examination and has paid to the union the regulation initiation fee.

SECTION V. Each apprentice shall have twelve (12) consecutive months' work in the shop during the term of his apprenticeship. No more than one (1) apprentice to four (4) journeymen may be used in the shop.

SECTION VI. In the Metal Ceiling Branch every employer shall have the privilege of employing one (1) apprentice to every two (2) journeymen employed, but not more than ten (10) apprentices shall be allowed to any employer. These apprentices to work under a graduated scale of wages, as follows:

PER DAY.		PER DAY.	
First six months.....	\$1 50	Fifth six months.....	\$2 75
Second six months.....	1 75	Sixth six months.....	3 00
Third six months.....	2 00	Seventh six months.....	3 25
Fourth six months.....	2 50	Eighth six months.....	3 75

The amount of his wages to be designated on his working card.

At the end of four (4) years he shall become a journeyman and receive journeyman's wages.

#### RULE 6.

##### *Limit Where Workmen Are to Be at 8 a. m.*

Each workman shall be paid from the time at which he arrives at his work within a radius of ten (10) miles from New York City Hall. In going to work located outside of this radius each workman shall at eight (8) o'clock A. M. be at the above limits, and thence proceed as rapidly as possible to his work.

#### RULE 7.

##### *Workmen Going to Work Outside of Limits.*

Workmen going to their work outside of the limits named in Rule 6 shall take a boat, train or car leaving any of the extreme points of the district, as directed by their employers, going on boat, train or car leaving nearest eight (8) o'clock A. M., and returning take the boat, train or car leaving nearest five (5) o'clock P. M.

#### RULE 8.

##### *Expenses Allowed to Workmen.*

#### SECTION I.

Any workman working outside of the limits described in Rule 6 shall receive from his employer traveling expenses to and from the place at which the work is located for as many trips as he is directed by his employer to make. He shall also receive amount of board paid by him, and he shall receive regular wages for all regular time consumed in travel.

##### *Workmen Leaving Work.*

#### SECTION II.

If the workman leaves his work before it is completed, and without consent of his employer, it shall be in his own time and at his own expense.

*Workmen Outside of Limit; Expenses.*

## SECTION III.

Each workman working outside of the limits described in Rule 6 shall, at the option of his employer, board at the place where his work is located, or go to and from his home daily. If the latter plan is adopted he shall receive from his employer all extra traveling expenses actually incurred.

*Workmen's Fare.*

## SECTION IV.

In going from his shop to his work, or from the work to the shop, a distance more than one mile, each workman shall receive from his employer his necessary fare.

*Outside of Boroughs.*

## SECTION V.

If the workman is sent to his work to a point outside of the Borough in which his employer's shop is located, unless it be the Borough or place in which he resides, he is to receive necessary fares outside of the Borough in which his employer's shop is located.

## RULE 9.

*Helpers.*

## SECTION I.

The employer shall be permitted to employ one (1) helper to every two (2) journeymen he employs in the erection of work. These helpers shall be permitted to use the dolly bar, screw driver and monkey wrench; under no conditions other than those described above, shall a helper have the right to use tools. This rule does not apply to the Metal Ceiling Trade.

## SECTION II.

On corrugated iron jobs when more than ten (10) men are employed, the employer shall be permitted to employ extra juniors, instead of helpers, when the Union can furnish same.

*Derricks.*

## SECTION III.

In buildings where derricks are already in place which are the property of other employers, and which have been used for hoisting material not pertaining to the Sheet Metal Trade, employers may use said derricks and their attendants for hoisting only.

## RULE 10.

*Territory.*

## SECTION I.

Within the City of Greater New York and the territory west of the Hudson River to the line of the Hackensack River and north thereof to a point opposite the northern line of Greater New York, the members of the Em-



employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association, and the Metal Ceiling Association of New York will not employ any person, either directly or indirectly, to do sheet metal work in connection with this agreement who is not a member in good standing of the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity; member's standing to be ascertained by his working card, and members of the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity shall not work for any employers who are not members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association, and the Metal Ceiling Association of New York, or who are not regularly engaged in the business of constructing and erecting sheet metal work in connection with work covered by this Agreement, who do not sign and conform to all the above rules.

Whenever an individual employer signs an agreement with the Union the Secretary of the Employers' Association directly interested shall be notified and said signed agreement shall be submitted to the Board of Arbitration of the Association notified for inspection at its next meeting.

#### *Control of Territory.*

#### SECTION II.

So far as this rule applies to the employment of members of the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity in territory west of the Hudson River to the line of the Hackensack River and north thereof to a point opposite the northern line of Greater New York, same shall be binding upon the members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association, and the Metal Ceiling Association of New York, so long as the said territory is under the control of the said Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity; but should labor troubles exist in the said territory which cannot be handled by the said Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity, and which interferes with work being done by any member or members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association, and the Metal Ceiling Association of New York; then the question as to what Union mechanics shall be employed in said territory is to be left to arbitration, and the employer has the privilege of continuing his work pending the decision of the arbitration.

#### RULE 11.

#### *Foremen.*

All foremen who work at the bench or do mechanical work other than actual pattern cutting shall be members of the aforesaid Union.

## AGREEMENT.

## CLAUSE I.

*Abbreviation of Title.*

It is hereby mutually agreed that where the title "Sheet Metal Workers' Union" is mentioned in the following Agreement it refers to the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity; and where "Employers' Associations" are mentioned it refers to the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities, the Master Steam and Hot Water Fitters' Association, and the Metal Ceiling Association of New York.

## CLAUSE II.

*Work Covered by this Agreement.*

All Sheet Metal work in connection with buildings and structures, including hollow metal sash, frames, skylights, cornices, crestings, awnings, circular mouldings, excepting stamping of same, ventilators, heating and ventilating pipes and all sheet metal work in connection with heating and ventilating apparatus, the setting of all registers and register faces in connection with sheet metal work, the covering of wood sash, frames and doors, the cutting and bending of all metal necessary for the applying and erection of metal ceilings and side walls, except stamping, the applying of metal to ceilings and the side walls, all the furring and sheathing of same, and such other sheet metal work of No. 10 gauge and lighter not herein specified, except such sheet metal work as has been regarded in the past as not being in possession of the Sheet Metal Workers Union, shall be made and erected by members of the Amalgamated Sheet Metal Workers International Alliance, Local Union No. 11, of Greater New York and Vicinity, also the erection of all All-Metal furniture and lockers, and the glazing of metal skylights and hollow metal sash. In the manufacture of drawn metal work the work of members of the Sheet Metal Workers' Union shall be confined to the cutting and forming of the metal before the same is applied to the wood and any soldering that may be necessary in the finishing of the assembled parts.

This agreement shall be maintained in all shops manufacturing and furnishing like material in the territory covered by this Agreement.

## CLAUSE III.

*Preference.*

It is further mutually agreed that in the placing of workmen, the Sheet Metal Workers' Union shall give the preference at all times to the members of the Employers' Associations.

## CLAUSE IV.

*Shortage of Men.*

In cases where the Sheet Metal Workers' Union cannot supply men enough to do the work, after a demand for men has been made by a member or members of the Employers' Associations, the question shall be referred to the Trade Arbitration Board, and if found by the Board that the Union is

unable to supply the necessary men, said member or members of the Employers' Associations shall be allowed to employ men who must become members of the Sheet Metal Workers Union, if competent to pass the examination.

#### CLAUSE V.

##### *Board of Arbitration.*

It is further mutually agreed that a permanent Board of Arbitration shall be established between the Union and each of the Employers' Associations, the said Board to consist of four (4) members of the Employers' Association and four (4) members of the Sheet Metal Workers' Union, whose term of service shall be not less than six (6) months. At least two (2) of the Arbitrators representing the Sheet Metal Workers' Union shall at the time of their selection have been in the continuous employ of one or more members of the Employers' Association for at least three (3) months next preceding.

#### CLAUSE VI.

##### *Business Agent Ineligible as Arbitrator.*

It is further mutually agreed that the Walking Delegates or Business Agents of the Sheet Metal Workers' Union will not be eligible as Arbitrators.

#### CLAUSE VII.

##### *Disagreement as to Intent of Rules and Agreement.*

It is further mutually agreed that in case of a disagreement as to the true intent and meaning of any of the Rules and Agreements, that the same shall be submitted for decision to the said permanent Board of Arbitration.

#### CLAUSE VIII.

##### *Violation of Rules; No Strike or Lockout.*

It is further mutually agreed that in case any of the Rules or Agreements are violated by either of the parties to this Agreement, or by any of its members, that then no strike or lockout against any member or members of either of the Associations shall be ordered or put into operation without first submitting the grievance or question at issue to the permanent Board of Arbitration.

##### *Procedure of Board of Arbitration.*

The first meeting of the permanent Board of Arbitration shall take place within two (2) working days after notification in writing by the Secretary, or other authorized representative of the Association claiming a grievance; and, should the permanent Board of Arbitration fail to agree after three (3) consecutive daily meetings, said permanent Board of Arbitration shall select an Umpire, and each side shall make its argument before the Umpire, who shall be requested to render a decision within two (2) working days thereafter, and said decision shall be final and binding upon all parties hereto.

#### CLAUSE IX.

##### *Credentials.*

It is further mutually agreed that at all times during the term of this Agreement proper credentials shall be furnished by the Sheet Metal Workers'

Union whereby the accredited representatives of the Employers' Associations shall have the right to examine the working cards of members of the Sheet Metal Workers' Union, as well as to ascertain whether the Rules and Agreements are being conformed to.

CLAUSE X.

It is further mutually agreed that all parties to this Agreement shall abide by any Joint Arbitration Plan that may be agreed upon by a convention of the representatives of the majority of the Employers' Associations and the representatives of the majority of the recognized unions of the Building Trades of New York City.

CLAUSE XI.

It is further mutually agreed that no change in this Agreement nor in the Rules hereto attached shall be asked for by either of the Associations named, to take effect at any time prior to the first day of January, 1913, and not then unless notice by the Association asking for such change is given to each of the other Associations on or before the first day of June, 1912. Such notice shall be given in writing by the Secretary of one Association to the respective Secretaries of the other Associations, and written receipt therefor to be the evidence of such notice.

Committees to consider changes or renewal of agreement in accordance with this Clause, shall be selected by the several Employers' Associations and the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity; said committee shall have full power to negotiate and sign an Agreement. These committees to assemble at least ninety days before the first day of January, 1913.

In case no notice is served by any Association on or before June, 1912, then this Agreement and these Rules shall continue in effect from year to year, with the right reserved for either party to serve notice on or before any first day of June in any year for any desired change to take effect on the following first day of January.

IN WITNESS WHEREOF, the Associations named above have caused their proper Committees, having full power, to sign these presents: July 21st, 1910.

For the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and Adjacent Cities:

Signed. M. F. WESTERGREN,  
FRANK J. SETON,  
GEORGE BROWN, JR.  
HERMAN WEINBERGER.

For the Master Steam and Hot Water Fitters' Association of New York:

Signed. JOSEPH E. GEOGHAGAN,  
JOHN E. JEFFREY.

For the Metal Ceiling Association of New York:

Signed. GEORGE D. GLASS,  
GEORGE C. BAERLOCHER.

For the Amalgamated Sheet Metal Workers' International Alliance, Local Union No. 11, of Greater New York and Vicinity:

Signed. JAMES SMITH,  
EDWARD BARRY,  
JULIUS GERBER,  
JOHN MCGRATH,  
M. J. DOYLE,  
MERVYN PRATT,  
R. PATTERSON,  
JAMES DENNON,  
FRED PAULITSCH,  
T. J. BUTLER,  
ARTHUR DAVIES.

**SHEET METAL WORKERS, UTICA.**

[Terminating strike of May 2-28, 1910.]

*Articles of agreement entered into this 28th day of May, 1910, by and between the Master Sheet Metal Workers' Association of Utica, N. Y., parties of the first part, and Local Union No. 23 of the Amalgamated Sheet Metal Workers I. A. of Utica, N. Y., parties of the second part.*

SECTION 1. That the minimum rate of wages for all members of the party of the second part shall be three dollars and twenty-eight cents per day (\$3.28), this not to include three-year men.

SECTION 2. Eight hours to constitute a day's work.

SECTION 3. No members of the party of the second part shall do any sheet metal work except for sheet metal contractors.

SECTION 4. All time lost wilfully or through the elements of the weather shall be borne by the members of the parties of the second part so affected, this section not to affect members of the parties of the second part when working out of town.

SECTION 5. That the members of the Sheet Metal Workers' Association shall be given the preference to hiring men over non-association members or shops.

SECTION 6. That the secretary of Local No. 23 notify employers when a member of Local No. 23 has not a quarterly working card.

SECTION 7. This agreement shall take effect May 1, 1910, and remain in full force and effect until May 1, 1912. Either parties desiring a change shall give not less than 60 days' notice from the time of its expiration, or if notice is not given, this agreement remains in full force and effect for another year.

(Signed) W. H. SENOFF,  
GEO. M. BALL,  
VALENTINE FRANK,  
FRANK WOLFERT,  
M. E. BASFORD,  
THEO. STEINHORST,  
J. JACOB SEEMAN.

**STEAM FITTERS' HELPERS, NEW YORK CITY.**

*Agreement between the Master Steam and Hot Water Fitters' Association of New York City, hereinafter referred to as the "Master Fitters' Association," and the Progress Association of Steam, Hot Water and General Pipe Fitters' Helpers of New York and Vicinity, hereinafter referred to as the "Progress Association."*

**RULE No. 1.**

The working day shall consist of eight (8) hours between eight (8) o'clock A. M. and five (5) o'clock P. M. with one (1) hour for lunch, except on Saturdays, when the time shall consist of four (4) hours between eight (8) o'clock A. M. and twelve (12) o'clock Noon.

The working day above named shall be known as regular time and shall be time actually employed at work.

No work shall be done between twelve (12) o'clock Noon and one (1) o'clock P. M. except by direction of the employer; and then only during the months of November, December, January and February, or in case of necessity.

**RULE No. 2.**

Regular time shall be paid for at the rate of three (\$3.00) dollars per day of eight (8) hours. Fractions of days shall be at corresponding rates, but no man shall be employed for less than one-quarter ( $\frac{1}{4}$ ) of a day.

**RULE No. 3.**

Any work done between five (5) o'clock P. M. and eight (8) o'clock A. M. and on Sunday, New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial day, Fourth of July, Labor day, Columbus day, Election day, Thanksgiving day, Christmas day, and the Saturday half-holiday shall be paid for at double rate of regular time, commencing at the hour at which the men report for work by direction of their employer.

When it is not convenient to start work until between the hours of eleven (11) o'clock P. M. and four (4) o'clock A. M., then the helper's time shall commence at eleven (11) o'clock P. M. and continue until said work is completed.

But under this condition no man shall receive less than one (1) day's pay, regular time.

**RULE No. 4.**

All helpers employed shall be paid at quitting time on Saturday for the week ending the Thursday or Friday previous, payment to be made at option of employers, either on the job or at the shop; but when a helper is laid off or discharged or put to work, he shall at once be paid the wages due him.

**RULE No. 5.**

No helper shall work with more than one fitter, and where more than one fitter is employed on a job the number of helpers employed shall not exceed the number of fitters, unless the helpers are employed at carrying or lifting material, or, in other words, as laborers, or are working in accordance with paragraph 2 of the agreement attached hereto.

## RULE No. 6.

Each helper shall be paid from the time at which he arrives at his work within a radius of ten (10) miles from New York City Hall.

In going to work located outside of this territory, each helper shall at eight (8) o'clock A. M. be at the above limits, and thence proceed as rapidly as possible to his work.

## RULE No. 7.

Any helper working outside of the limits described in Rule No. 6 shall receive from his employer traveling expenses to and from the place at which the work is located for as many trips as he is directed by his employer to make. He shall also receive amount of board paid by him, and he shall receive regular wages for all regular time consumed in traveling.

If the helper leaves his work before it is completed and without the consent of his employer, it shall be at his own time and expense.

## RULE No. 8.

Each helper working outside of the limits described in Rule No. 6 shall at the option of his employer board at the place where his work is located, or go to and from his home daily. If the latter plan is adopted, he shall receive from his employer all extra traveling expenses actually incurred.

## RULE No. 9.

In going from the shop to his work, or from his work to the shop, a distance of more than one (1) mile, each helper shall receive from his employer his necessary fare.

## RULE No. 10.

If the helper is sent to his work to a point outside of the Borough in which his employer's shop is located, unless it be the Borough or place in which he resides, he is to receive necessary fare outside of the Borough in which his employer's shop is located.

## RULE No. 11.

Helpers going to their work outside of limits named in Rule No. 6, shall take the boat, train or car leaving either of the extreme points of the district, as directed by their employers, going on train, boat or car leaving nearest eight (8) o'clock A. M., and returning, take the boat, train or car leaving nearest five (5) o'clock P. M.

## RULE No. 12.

All pipe cutting and threading and screwing on of fittings, by machine at the shop, or by hand on the job, shall be optional with the employer. Radiator branches and coil connections shall be cut and threaded by hand on the job. All fittings on sprinkler work, five inches (5") and under, shall be made up on the job on all materials delivered after the signing of this agreement, according to Rule 5.

All pipe used for temporary radiator connections having been cut by hand on the job and returned to the shop may be used again.

In case the employer places a pipe-cutting machine on the job it must be operated by a fitter.

NEW YORK CITY, MAY 13th, 1910.

It is hereby agreed between the Master Fitters' Association and the Progress Association that the Progress Association shall furnish to the members of the Master Fitters' Association all the helpers, members of the Progress Association, which they demand, and who shall be competent helpers.

It is further agreed that the Progress Association will furnish to the members of the Master Fitters' Association as many helpers as may from time to time be required to carry into effect the second paragraph of the agreement dated May 12th, 1910, between the Master Fitters' Association and the Enterprise Association, and which reads as follows: "The Master Steam Fitters to have the right to employ additional Progress Helpers whenever the Enterprise Association shall after six (6) days' notice fail to supply steamfitters; these helpers to do steamfitters work until such time as the Enterprise Association can replace them by competent steamfitters." Such additional helpers are to receive the regular helper's rate of wage.

It is further mutually agreed that in the State of New Jersey, within a radius of ten (10) miles from New York City Hall, including the entire City of Newark, N. J., members of the Master Fitters' Association will give preference to the members of the Progress Association on all work, except sprinkler work, to be done within said territory, and

It is further mutually agreed, that the Master Fitters' Association at or before the signing of this agreement will furnish the Progress Association a list of their members, and will notify the Progress Association of any changes that take place in said list of members. A correct list of members of the Progress Association shall be furnished to the Master Fitters' Association at or before the signing of this agreement, and the Progress Association shall each week notify the Master Fitters' Association of any changes that take place in said list of members, and

It is further mutually agreed that the following Items describe the work to be done by the Progress Association, and that the Master Fitters' Association will assist the Progress Association in sustaining their claim for said work:

ITEM I.—All steam power, steam heating, and hot water heating plants, and all appliances used in the construction of the same; also hot water boilers or heaters and the connections from same to hot water tanks.

ITEM II.—All engine and boiler connections of every description.

ITEM III.—All piping used for power or heating purposes, either by water, air, steam, or any other method.

ITEM IV.—All piping used for refrigerating, cooling, ice machine, or ice making purposes, either by brine, ammonia or any other method.

ITEM V.—All piping used for fire extinguishing purposes by either water, steam or any other method.

ITEM VI.—All piping used for hydraulic, vacuum, pneumatic and air piping of every description, not including air piping for thermostatic heat control apparatus.

ITEM VII.—All piping on pumps and all other power generators.

ITEM VIII.—All hot water heaters and connections from same to hot water tanks.

ITEM IX.—All piping for oil systems,



ITEM X.—All piping used for mechanical and manufacturing purposes, and

It is further mutually agreed, that no strike against any member or members of the Master Fitters' Association shall be ordered by any officer of or entered into by any member of the Progress Association, nor shall any lockout against members of the Progress Association be declared by the Master Fitters' Association, so long as these agreements and the rules hereto attached are conformed to by both parties, and

It is further mutually agreed that a permanent Board of Arbitration shall be established; the said Board to consist of four (4) members of the Master Fitters' Association and (4) members of the Progress Association, whose term of service shall be not less than six (6) months. At least three (3) of the arbitrators representing the Progress Association shall at the time of their selection have been in the continuous employ of one or more members of the Master Fitters' Association for at least three (3) months next preceding, and

It is further mutually agreed that the walking delegate or business agent of the Progress Association will not be eligible to serve as an arbitrator, and

It is further mutually agreed that the questions, matters and complaints, which shall be presented to the Trade Board of Arbitration, for decision, shall be as follows:

All alleged violations of this agreement or rules.

The determination of the true intent and meaning of any part of this agreement or rules.

The making of any new agreement and rules that shall supersede this agreement and rules at their termination.

Any other matter which may, by mutual agreement, be referred to the Board, and

It is further mutually agreed, that in case any of the rules or agreements are violated by either of the parties to this agreement, or by any of its members, that then no strike or lockout against any member or members of either of the Associations shall be ordered or put into operation without first submitting the grievance or question at issue to the Board of Arbitration.

The first meeting of the Board of Arbitration shall take place within two (2) working days after notification in writing from the Secretary of the Association having a grievance, and should the Board of Arbitration fail to agree after three (3) consecutive daily meetings, said Board of Arbitration shall select an umpire, and each side shall make its argument before the umpire, who shall within two (2) working days thereafter render his decision and said decision shall be final and binding upon all parties hereto, and

It is further mutually agreed that if any work shall be abandoned for any cause, on which the wages of members of the Progress Association are unpaid, no member of the Master Fitters' Association shall contract to complete the same until this debt is paid by the original or subsequent owner or provided for in the contract. If a member of the Master Fitters' Association is prevented from carrying out his contract on a building, through insolvency of the owner, or any other cause, no member of the Progress Association shall work on said building until the Master Fitters' contract has been equitably adjusted. Notice in writing, stating amounts in dispute, must be filed with the Secretary of the Master Fitters' Association within four (4) weeks of the stoppage of work, giving full particulars, the Secretary to give proper

notice to the Secretary of the Progress Association at the beginning and ending of the question in dispute, and

It is further mutually agreed that at all times during the term of this agreement proper credentials shall be furnished by the Progress Association to the Master Fitters' Association, whereby the accredited representatives of the Master Fitters' Association shall have the right to examine the working cards of members of the Progress Association, as well as to ascertain whether the rules and agreement are being conformed to, and

It is further mutually agreed that both parties to this agreement shall abide by any Joint Arbitration Plan that may be agreed upon by a Convention of the representatives of the several employers' associations and a majority of the unions of the building trades of New York City.

It is further mutually agreed that no change in this agreement nor in the rules hereto attached shall be asked for by either of the Associations named to take effect at any time prior to the first day of January, 1913, and not then unless notice by the Association asking for such change is given to the other association on or before the first day of July next preceding the said first day of January, 1913. Such notice shall be given in writing by the Secretary of one Association to the Secretary of the other Association and written receipt therefor to be the evidence of such notice.

In case no notice is served by either Association on or before July 1, 1912, then this agreement and these rules shall continue in effect from year to year with right reserved for either party to serve notice on any first day of July in any year for any desired change to take effect on the following first day of January.

IN WITNESS WHEREOF, the parties named above have caused their proper Committees, having full power to sign these presents.

For the Master Steam and Hot Water Fitters' Association of New York City:

J. E. JEFFREY,  
ULYSSES G. SCULLY,  
JOSEPH G. GEOGHEGAN,  
ARTHUR M. ALVORD.

For the Progress Association of Steam, Hot Water and General Pipe Fitters' Helpers of New York and Vicinity:

JOSEPH A. MILLER,  
ARTHUR J. DUNN,  
MICHAEL LYONS,  
EDWARD WYNNE.

### **XIII. Transportation and Communication.**

#### **CAR WORKERS, BOSTON & MAINE RAILROAD.**

[Agreement of May 1, 1907, was printed in annual report for 1907, p. 380.]

#### **RULES AND REGULATIONS FOR CAR DEPARTMENT EMPLOYEES.**

SECTION 1. Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays. This applies to all shop and shop yard men.

SECTION 2. All time worked over the regular hours including Sundays and holidays shall be paid for at the rate of time and a half.

This applies to shop and shop yard men on an hourly rate and men assigned to wrecking crews. Men shall not be required to lay off during regular working hours to allow for overtime made.

When men are called from their homes for wrecks or emergency work (after having been relieved from duty) they will receive a minimum of at least five hours' pay for three hours and twenty minutes or less. If over three hours and twenty minutes, time and one-half will be allowed.

SECTION 3. Inspectors and repairmen will be paid time and a half for all time worked over their regular work day.

All inspectors who are seven day or night men will be allowed one day off in every two weeks without pay.

SECTION 4. A blue flag by day and a blue light by night, displayed at one or both ends of an engine, car or train, indicates that workmen are under or about it; when thus protected it must not be coupled to or moved. Workmen will display the blue signals and the same workmen are alone authorized to remove them. Other cars must not be placed on the same track so as to intercept the view of the blue signals without first notifying the workmen.

SECTION 5. When inspecting or repairing cars which they do not wish moved they must protect themselves by placing conspicuously a blue signal on both ends of the car, as provided in Section 4.

SECTION 6. When necessary to make repairs on a car in a train, they must place blue signals upon both ends of the train before commencing work. If an engine is attached to it, they will place a blue signal upon the engine where it can be plainly seen by the engine-men and firemen.

SECTION 7. When employees are required to work on cars that have been placed on recognized repair tracks, foremen must, when requested, furnish special locks to be used in locking switches of such repair tracks, and no one will be allowed to unlock them except the person in charge.

SECTION 8. The Company will provide work for all employees as far as practicable during the slack season. Failing to do this, the men will be given a reasonable notice if possible of such layoff and will be taken back if competent when work is resumed in preference to new men. Effort will be made to furnish employment, suitable to the capacity of men who are injured in the discharge of their duties.

SECTION 9. A system of promotion will prevail in all shops in this corporation and at all inspection points, said promotion to be governed by merit and ability. All things being equal, preference will be given to men longest in the service. When men are advanced from one class of work to another they will receive the minimum wage paid for that class of work.

SECTION 10. Men, having been employed for a period of one year, may be given a leave of absence not exceeding six (6) months, upon request. In all cases, due notice shall be given in order that their places may be filled.

SECTION 11. Men required to transfer at the Company's request, shall be furnished with transportation for family and household goods, free of charge, if lawful.

SECTION 12. Men shall, if they desire, upon leaving the service be given a letter stating the nature and time of service and reason for leaving the same, said letter to be given within ten (10) days.

SECTION 13. Employees in the Car Department will not be suspended or discharged without just and sufficient cause.

In case of discipline, the right of appeal will be granted if presented within ten (10) days. If the investigation finds the accused blameless, his record will remain as previous thereto and he shall receive pay for all time lost.

SECTION 14. Men attending court, inquest, investigation or examination, under instructions of an officer of the Company, will be paid their standard day rate of pay. If away from home, they will be allowed their legitimate expenses.

SECTION 15. All grievances of a local nature will be settled with the local official promptly, if possible. Failing in this, an appeal may be taken to higher officials for settlement.

SECTION 16. Employees will be allowed to post notices pertaining to meetings on the regular shop bulletin board.

SECTION 17. In case either the Company or the men employed by them wish to change these rules, a notice of thirty (30) days will be given of the proposed changes.

T. H. CONDON, Salem,  
A. L. KIMBALL, Wakefield,  
DENNIS MURPHY, Greenfield,  
CHAS. H. HARVEY, East Fitchburg,  
A. M. BRACKETT,  
GEO. F. BOSWORTH,  
A. SIMPSON,  
A. L. GLENN,  
M. D. COOK,  
W. H. BUCHANAN,  
CHAS. HALLERAN,  
M. F. SMITH,

*Committee of the L. A. of C. W.*

Approved,

J. W. MARDEN,

*Superintendent Car Department.*

HENRY BARTLETT,

*General Mechanical Superintendent.*

Boston, Mass., July 1, 1910. Locke.

#### **CAR WORKERS, NEW YORK, CHICAGO & ST. LOUIS RAILROAD.**

*Agreement with the employes of the Car Department of the N. Y. C. & St. L. R. R. at Buffalo, N. Y., effective June 1st, 1910, and to remain in force until June 1st, 1911.*

ARTICLE 1. Ten hours shall constitute a day's work. All overtime worked by all men in the Car Department shall be paid for at the rate of time and one-half. Overtime shall be all time over the regular ten hour day. Also Sundays and Legal Holidays for hourly men. Legal Holidays shall be New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas. Any of the Holidays falling on Sunday, the day observed by the State or National shall be considered a Legal Holiday and paid for as such.

ARTICLE 2. Car workers wishing to be off or absent one (1) or more days, must obtain leave of absence from Foreman. If sick, to notify second day.

ARTICLE 3. All monthly men are to be allowed two (2) days off each month without loss of pay.

ARTICLE 4. Car Workers to be entitled to the same privileges in regard to passes as other employees.

ARTICLE 5. No man shall be discharged without just and sufficient cause, and will be given a clearance setting forth the cause of dismissal. If, after investigation, it is found the man had been unjustly discharged, he shall be reinstated with full pay for all time lost. Request for investigation must be made within five (5) days after discharge.

ARTICLE 6. Men shall be promoted as rapidly as vacancies occur, that is, the longest in the service shall have the preference, ability being equal. If, after 30 days, he is shown to be incompetent, he shall be so notified, and deranked to his former position. Men so promoted shall receive such higher rate of pay from time of promotion.

ARTICLE 7. Car Workers called out to do work at night, or after being sent home during the regular working hours, shall receive pay, not less than five (5) hours, or strictly speaking, they shall receive pay for three (3) hours and twenty (20) minutes at overtime rates, at time and one-half, which is equal to five (5) hours straight time.

ARTICLE 8. Car Workers sent out on the road shall be paid overtime excess of regular hours on duty, time at outlying points to be figured on the basis as at the shop, and are to receive one (1) dollar per day for expenses when not paid by the Company.

ARTICLE 9. All Inspectors, Oilers and others who work in the yards, or work that requires their services every day in the week, shall receive only straight time for work done nights, Sundays and Holidays, unless they should be required to extend their hours of work over the required hours, when they shall receive time and one-half for excess hours. Any man whose principal duties are to inspect cars will be classed as a Car Inspector, and shall receive Car Inspector's rates, and must have at least one year's experience as Car Repairer or Oiler.

ARTICLE 10. In case of grievances or disputes arising, the Committee shall appeal in the order named, viz.: Foreman, Master Mechanic, Superintendent of Motive Power and General Manager, and free transportation will be furnished such Committee desiring to go before the Management.

ARTICLE 11. There shall be no discrimination against men who serve on the Grievance Committee, or any man who, from time to time, is sent by the Committee to interview the officials of the Company.

ARTICLE 12. No man shall be laid off any hours of the regular time to equalize time on account of having worked overtime.

(Signed)

EDWARD MAUE,  
MICHAEL MORAN,  
DAVID SCHOENLE,  
LEO NEU.

Approved:

R. S. MILLER, for N. Y. C. & St. L. R. R.

**COAL HANDLERS, TROY.**

[Terminating strike of April 1-26, 1910. Agreement of April 1, 1908-April 1, 1910, was printed in annual report for 1908, p. 252.]

*Agreement between the coal merchants of Troy, N. Y., and vicinity and the Coal Handlers' Union of Troy and vicinity, comprising Troy, Cohoes, Watervliet, Green Island and Waterford.*

SECTION 1. It is agreed to employ only members of above named Coal Handlers' Union. When services of extra employees are required, preference shall be given to members of aforesaid Coal Handlers' Union, but in case it is necessary to engage a man who is not a member of the Union, it is understood he is to be allowed to finish the day's work if his services are required the full day.

SECTION 2. The hours of work shall be 10 per day, viz.: From 7 A. M. until 6 P. M., except on Saturdays, when it shall be 9 hours, from 7 A. M. until 5 P. M. Teamsters are to report on scales at 7 A. M.

SECTION 3. The wages shall be at the rate of \$14.00 per week.

SECTION 4. There shall be no overtime except in case of necessity. If any, it shall be at the rate of 50 cents per hour.

SECTION 5. Shoveling coal in boat, 7 cents per ton for stove and larger sizes; six cents per ton for Chestnut and smaller sizes.

SECTION 6. Wheelers shall receive 2 cents per ton and dumpers shall receive 2 cents per ton.

SECTION 7. Engineers, while engaged hoisting coal, shall be paid at the rate of \$3.00 per day.

SECTION 8. There shall be no work performed on New Year's Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day except in case of necessity. If any, it shall be at the rate of time and one-half.

SECTION 9. All members working less than one-half day shall be paid at the regular rate.

SECTION 10. Services done by employees in the interest of and for the Union, shall not in any case be cause for discrimination or discharge; nor shall the Coal Handlers' Union discriminate against any of its members or against any coal dealer or their employees on account of handling coal during the period of labor suspension, and if any fines have been imposed, same shall be revoked.

SECTION 11. Each coal yard shall be entitled to employ a man for the position of foreman or superintendent, who shall not be affiliated with any labor organization.

SECTION 12. Should any difference arise, which cannot be adjusted, between the employer and employee during the continuation of this agreement, then the controversy shall be submitted to a local Board of Arbitration consisting of three persons—one to be appointed by the Coal Handlers' Union, one by the Coal Dealers, and the two so designated to select the third, who shall be Chairman of the Board. The decision of a majority of said Board shall be final and binding on both parties. Should the first two selected fail to agree upon the third member within five days, then the President of the Chamber of Commerce of Troy, N. Y., shall designate the third member. Decision in such cases to be rendered within ten days.

SECTION 13. It is further understood that if any disagreement should arise in any yard between the employer and his employee, all employees shall continue to work until the matter has been adjusted by the Board of Arbitration.

SECTION 14. It is hereby agreed by the Coal Handlers' Union of Troy, N. Y., and vicinity that said members will not participate in any sympathetic strike while this agreement is in force without the full written authority of the President of the Federation of Labor of this vicinity.

SECTION 15. This agreement shall take effect on the first day of May, 1910, and continue in force for 3 years. Should either party desire any changes to take effect May 1, 1913, notice of the proposed changes shall be given in writing not later than December 1, 1912.

COAL MERCHANTS OF TROY AND VICINITY,

(Signed)

ALBERT L. BROOKER, *President.*

JOHN H. TUPPER, *Secretary.*

COAL HANDLERS' UNION OF TROY AND VICINITY.

JAMES SLATTERY, *President.*

EDWARD POWERS, *Secretary.*

Dated, Troy, N. Y., this 27th day of April, 1910.

Witnessed the 27th day of April, 1910, P. J. DOWNEY, State Board of Arbitration, New York State.

#### CONDUCTORS AND TRAINMEN, BOSTON & MAINE RAILROAD.

[Agreement of March 1, 1907, was printed in annual report for 1907, p. 383.]

#### RULES AND RATES OF PAY APPLICABLE TO MEN IN TRAIN AND YARD SERVICE.—IN EFFECT APRIL 17, 1910.

##### GENERAL RULES.

1. Men's rights will be confined to their respective Divisions. If it is necessary for men to run on two or more Divisions, the runs will be allotted fairly between the Divisions by the General Superintendent. Road men shall not have yard rights.

Promotions will be governed by merit, ability and seniority; all things being equal, preference will be given to men longest in the service, the Superintendent to be judge of qualifications.

##### EXAMINATIONS.

The uniform basis for examination in train rules will be continued. Men not examined in turn, or passing examination on second trial given at their request, which must be made in writing, within six months after failure on first trial, will hold all their rights. Men failing on second examination, or twice refusing, in writing, to take examinations for promotion, will be relegated to the foot of the list for promotion.

##### ROSTER.

A roster of men showing their rank for promotion will be kept at a place convenient for inspection.

**BIDDING.**

2. Vacancies in regular runs will be bulletined, showing time and date, within five (5) days from date of vacancy on all the bulletin boards of the Division or section on which vacancy exists. At the expiration of ten (10) days from posting of bulletin, the vacancy shall be filled by the appointment of the bidder, if competent, who holds senior rank in that class.

Regular runs are scheduled trains, and extra trains which have run from specified terminals regularly more than sixty (60) days.

Work trains will be advertised as regular trains after having run continuously for six (6) months.

Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

All vacancies other than regular will be filled for seven days by the oldest available unassigned man. Application for the vacant position must be made in writing within seven days from date of vacancy, and the assignment made as soon as possible thereafter to the oldest unassigned man having made application. He can be displaced only by an older unassigned man who may have been assigned at the time the vacancy occurred; men so displaced will have the same rights in assigning themselves. However, after a man holding a regular run has been off duty on account of sickness or other causes for sixty days, his job will be bulletined as a regular run, subject to return of the regular man, and all vacancies caused by said posting will be treated in like manner. If regular man returns all men affected will revert to former positions.

When more than one vacancy exists at the same time, men shall have the right to bid on all such vacancies, stating preference.

Any unassigned qualified man failing to bid for a vacancy on regular run, or refusing an assignment to the permanent or temporary duties of a conductor, will be placed on the roster for promotion below those bidding off such vacancy or accepting such assignments. Men declining assignments must do so in writing.

**REDUCTION OF FORCE.**

3. When there is a falling off in business, and men are unable to make fair wages, the forces shall be reduced in the inverse order to which they were promoted.

**TEMPORARY TRANSFER.**

4. In case of shortage of men on one division, and a surplus on another, the surplus men may be transferred temporarily, to avoid hiring new men. Such men, when transferred, will hold their rights on home division, providing they return within six (6) months from date of such transfer, but if permanently transferred, they shall rank as new men from date of transfer.

**INEXPERIENCED MEN.**

5. Crews will not be required to work with more than one inexperienced man.

**DISCIPLINE.**

6. In case of discipline, right of appeal will be granted if experienced within ten (10) days and a hearing will be given as promptly as possible,



at which men may be accompanied by fellow employees of the same or superior class.

If the investigation finds the accused blameless his record will remain as previous thereto, and he shall receive pay for all time lost.

#### TRANSPORTATION HOUSEHOLD EFFECTS.

7. Men required to transfer, at the Railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

#### LEAVE OF ABSENCE.

8. Men having been employed for a period of one year may be given a leave of absence not exceeding six (6) months, upon request. In all cases due notice shall be given, in order that their places may be filled.

#### EMPLOYMENT FOR INJURED.

9. Efforts will be made to furnish employment suitable for their capacity to men who have been injured in the discharge of their duties.

#### SERVICE LETTER.

10. Men shall, if they so desire, upon leaving the service, be given a letter stating the nature and time of service and reason for leaving the same. Said letter to be given within ten (10) days.

#### PROPERTY LOSS OR DAMAGE.

11. Men will not be required to pay for loss of or damage to switch keys, lanterns or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper officer within twenty-four (24) hours after such loss or damage occurs.

#### TERMINAL OR STATION SWITCHING.

12. Road crews will not be required to do switching at terminal points, or station switching where yard engines are stationed.

Crews required to do station switching at other points in excess of thirty (30) minutes shall be paid local freight rates.

All trains at initial points where switching engines are employed will be made up in station order by yard crews, so far as practicable.

At other stations where switching engines are employed, yard crews will, whenever practicable, assemble and place cars on most convenient track available for road trains to pick up.

#### PAY WHILE ATTENDING COURT, ETC.

13. Men attending court, inquest or investigation, examinations for color blindness, and after first examination in air-brake car, under instructions of an officer of the Company, will be paid the same amount to which they would have been entitled had they remained on their runs. This will not apply to examination for promotion.

If on lay-off days, men will receive for five (5) hours or less, one-half day; for over five (5) hours, one day.

If away from home, they will be allowed, in addition, their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

#### PAY FOR OUTSIDE SERVICE.

14. Men called upon to perform duty outside of their regular class of service will be paid for the class of service performed, provided that the rate of pay shall in no case be less than they would have received had they performed their regular services; it being understood that this rule applies where men are called upon to perform duty outside of train service.

#### PAY COMPOSITE RUN.

15. Crews handling trains made up of passenger equipment one way, and freight equipment the opposite, on a continuous round trip, will be allowed freight rates.

If train is local freight one way, local rates will be paid for round trip.

#### DEADHEADING.

16. Men deadheading under orders will receive one-half mileage on passenger, and full mileage on freight trains, at daily rate. They will not receive more pay for deadheading than for working. They will receive at least one day's pay if no other duties are performed.

#### PILOTS.

17. Pilots shall receive conductor's rate according to class of service,—freight or passenger.

#### RELEASE.

18. Men released from duty between terminal stations will receive pay for full run.

#### TIME NOT ALLOWED.

19. When time is not allowed, according to the slip, men shall be notified of the reason of disallowance.

#### AGREEMENT.

20. This agreement not to operate to reduce any rates that now may be higher than those agreed upon.

#### PASSENGER SERVICE.

21. Schedule of rates of pay:

Conductors . . . . .	.0268 per mile.
Asst. Conductors . . . . .	.0215 per mile.
Baggagemen . . . . .	.0155 per mile.
Brakemen . . . . .	.015 per mile.

Asst. Conductors, Baggagemen and Brakemen will purchase uniforms from the Railroad at cost price.

Mileage allowance for passenger trainmen\* for each day used will be as follows:

Conductors and Asst. Conductors not less than . . . . .	157 miles
Baggagemen not less than . . . . .	177 miles
Brakemen not less than . . . . .	170 miles

Ten hours or less to constitute a day's work, all over ten hours to be paid for as overtime and to be computed from the time the men are required to report for duty until released from duty at the end of the run at the following rates per hour:

Conductors . . . . .	42c
Asst. Conductors . . . . .	33c
Baggagemen . . . . .	27c
Flagmen and Brakemen . . . . .	25c

Regular assigned passenger trainmen who are ready for service the entire period and who do not lay off of their own accord will receive the following guarantee for each 28 days:

Conductors . . . . .	\$115.00
Asst. Conductors . . . . .	92.00
Baggagemen . . . . .	69.00
Brakemen . . . . .	64.50

Overtime does not count in the guarantee, except such time in excess of ten hours, as is made in regular assignment.

Less than thirty minutes not to be counted, thirty minutes and less than one hour thirty minutes to be counted as one hour, one hour and thirty minutes to be counted as two hours, and so on thereafter. This carries with it the same idea that the present Boston & Main schedule carries both overtime and mileage.

#### RUN LIMITS.

No run to be over two hundred and fifty (250) miles in length. On other than one-way runs, men will be returned to their home terminal each night, unless schedule mileage to be made is in excess of one hundred and sixty (160) miles. No one to be given over two terminal points.

22. Reductions in crews or increases in mileage in passenger service from assignments in effect November 1, 1909, will not be made for the purpose of offsetting the increases in wages.

1. The company can add new trains to existing runs.

2. Summer business will be considered new business. The company will be expected to use approximately the same number of crews for the same mileage the coming summer as last.

3. The company can make any change they desire in the runs providing they do not reduce the earnings of the men below what they were receiving on old schedule or change their home terminal.

4. The company can add Sunday work to any man's assignment.

#### PROMOTION.

23. Promotion will be made in passenger service from brakeman or baggageman to assistant conductor or conductor.

A passenger man will be recognized as a spare conductor when he is assigned duties wholly those of a conductor; as a regular conductor when permanently assigned to a scheduled train running the entire year.

#### MANNING TRAINS.

24. The number of men assigned to passenger trains shall be governed by the following conditions, except in case of necessity: Trains of five (5) cars or more, conductor, baggageman, and not less than two (2) brakemen. Trains of more than two (2) and less than five (5) cars, conductor, baggageman and not less than one brakeman. At least one brakeman shall be assigned to every two (2) day coaches carrying passengers.

#### CALLING.

25. Unless otherwise arranged, passenger men will be called at least one hour before leaving time between the hours of twelve (12) midnight and six (6) A. M.

The callers will be provided with books, in which men called will sign their names and the time called.

#### SUMMER ASSIGNMENTS.

26. At least two weeks previous to summer schedule going into effect, a list of all temporary summer passenger runs for conductor, or assistant conductor, affected by summer schedule, shall be posted on all regulation bulletin boards. Application will be received from men, in writing, or by personal signature, on list of runs provided at train master's office, for a period of four (4) days. Assignments to be made at once, according to seniority and ability.

All vacancies occasioned on account of first assignment, and all other positions to be filled, will be treated in a like manner, after which all remaining vacancies will be filled by personal assignment by train master, in accordance with seniority and ability. Men holding regular runs, which have been changed, will have first right to them if they so desire. Men will revert to former runs upon winter schedule becoming effective.

#### DISPLACING RIGHTS.

27. When the terminal of a passenger man is changed, his run increased twenty (20) miles or more over the maximum day, his length of day increased two (2) hours or more over the maximum day, or his earnings decreased twenty (20) miles or more, the man so affected will have first right to it, or may within ten (10) days claim run held by his junior in rank. The man so displaced will have the same right in regard to his junior in rank.

When a man's run is abolished he will have the right, within ten (10) days, to claim run held by his junior in rank; the man so displaced will have same right in regard to his junior in rank.

NOTE.—It being understood that this rule applies only when changed conditions are expected to continue sixty (60) days or more, and in no way applies to Rule No. 26.

**HANDLING DRAFTS.**

28. All through trains in Boston terminal will be taken to and from station and yard by men provided for that purpose, same as heretofore. This will also include the heating and lighting of cars, but in no way changes the present custom at other terminals.

**PAY FOR COMPOSITE SERVICE.**

29. Regular conductors doing the work of an assistant conductor will receive regular conductor's rate of pay for the day.

Assistant conductors doing the work of a regular conductor a part of the day will be paid regular conductor's rate for the day.

Brakemen acting as baggagemen a part of the day will be paid baggagemen's rate for the day.

**EMERGENCY SERVICE.**

30. Regular men in case of emergency called for service before and in addition to their regular run between trips or before registering off duty, will be paid regular mileage as per schedule, at the following guarantee from the Railroad:

	Ass't			
	Conductors	Conductors	Baggagemen	Brakemen
One hour or less . . . . .	\$ .42	\$ .33	\$ .27	\$ .25
Over one hour, and five hours or less . . . . .	2.10	1.65	1.35	1.25
Over five hours . . . . .	4.20	3.35	2.75	2.55

Service in excess of one hundred miles will not be considered emergency work within the meaning of this rule.

**SPARE MEN.**

31. Spare men called and not used will be allowed a minimum of three (3) hours; if held over three (3) hours, and not exceeding five (5) hours, one-half day. If held over five (5) hours, one day; but if sent out on the road, not less than one day will be allowed.

**PAY FOR HANDLING BAGGAGE.**

32. Men whose hours of service exceed (10) hours, or whose mileage exceeds one hundred and twenty (120) miles, if required to assist in handing any baggage for any train other than their own, will be paid for the actual time engaged in such work, at one-tenth of the regular daily rate per hour; minimum allowance to be one hour in addition to their regular daily wage.

**CLEANING CARS, ETC.**

33. Generally passenger men will not be required to clean cars, couple or uncouple hose, where inspectors or car cleaners are provided. When trainmen are required to wash cars, overtime rate will be paid, with a minimum allowance of one hour in addition to their regular daily rate.

## FREIGHT SERVICE.

## 34. Rates for men in freight service:

Through and irregular freight service to be paid for as follows:

Conductors . . . . .	.0363 per mile
Flagmen . . . . .	.02525 per mile
Brakemen . . . . .	.0242 per mile

Runs of 100 miles or less, either straightway or turnaround to be paid for as 100 miles.

Local or pick-up freight service to be paid as follows:

	For 75 miles or less. per mile	Over 75 miles rate per addi- tional mile	Overtime per hour
Conductors . . . . .	.03975	.048	.48
Flagmen . . . . .	.028	.036	.36
Brakemen . . . . .	.027	.0346	.346

75 miles or less to be paid for as 100 miles.

In through freight service 100 miles or less, and local freight service 75 miles or less, and in all freight service ten hours or less, will constitute a day's work. Overtime will be paid on a basis of speed of ten miles per hour.

The working time of men to begin at the time required to report for duty and to continue until released from duty at the end of run.

Overtime to be paid for at the rate of 10 miles per hour for the class of service performed. Less than 30 minutes not to be counted, 30 minutes and less than 1 hour 30 minutes to be counted as 1 hour, 1 hour and 30 minutes to be counted as 2 hours, and so on thereafter.

Work, construction or wrecking, trains to be paid through freight rates, 100 miles or less, 10 hours or less, to constitute a day's work, and overtime pro rata.

The same increases as given in freight service to be also given in mixed, mine and all other freight service. In all classes of freight, mixed, helper and other freight service, not over 10 hours will be required for a day's work. Overtime after 10 hours at pro rata rates.

The increases herein requested to apply to all rates for special or incidental service as specified in the schedule.

In all freight service covered by this rule (No. 34) it is understood that miles or hours will be paid when both exceed what constitutes a day's work, whichever gives the man the more.

Example: A run of 125 miles in 12 hours would be paid for as 125 miles.

## "THROUGH LOCAL" RATE.

Twenty-five (25) miles will be added to the miles allowed for the run made by through freight crews, making more than five (5) stops to take on or set out cars, unloading or loading freight at more than three (3) stops, consuming more than thirty (30) minutes icing cars, making more than ten (10) switches, exclusive of the necessary switching on account of placing airbrake cars to handle train.

NOTE.—A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

**PROMOTION.**

35. Promotion in freight service will be from brakeman or flagman to conductor.

A freight man will be recognized as a conductor from date of passing examination for promotion, but will hold rights as a brakemen until assigned duties wholly those of a conductor.

**DISPLACING RIGHTS.**

36. When a man's terminal is changed, or a round-trip run changes, so that the run does not return to its initial point every day, or the leaving time of the initial train is changed three (3) hours or more, or the initial train taken off or abolished, or the initial run extended fifteen (15) miles or more, or a scheduled train is placed in the pooled run, the men so affected will have first right to it, or may within ten (10) days, claim run held by their junior in rank. Men so displaced shall have the same right in regard to their juniors in rank.

**HANDLING OF CABOOSES.**

37. Caboose tracks will be provided at terminal points where practicable, and no switching will be done with cabooses.

Other cars will not be placed on caboose tracks.

**FOLLOWING REGULAR CARS.**

38. Men on pooled runs shall be crewed up following regular cars, so far as volume of traffic will admit.

**CALLING.**

39. Unless otherwise arranged, freight men living within one mile of the yard office, or other designated point at a district terminal, where callers are provided, will be called for trains leaving between the hours of 11 P. M. and 7 A. M., as nearly as practicable, one hour and thirty minutes before the time required to report for duty.

The callers will be provided with books, in which men called will sign their names and the time called.

**LOCAL DEFINED.**

40. Local freight rate to apply only to trains so scheduled, pick up and drop trains, mixed trains, and trains doing practically the same class and amount of work.

**EMERGENCY SERVICE.**

41. In case of emergency and a regular man is called upon to do extra work between his regular laid-out day's trip, or before registering off duty, he will be allowed ten (10) miles, for less than ten (10) miles, or less than one hour; fifty (50) miles for ten (10) miles or over, up to fifty (50) miles, or one hour or over up to five (5) hours; for all over fifty (50) miles or five (5) hours, he will be paid as per article in schedule covering classification of pay.

It is understood that this will cover emergency work en route, the time consumed to be deducted from the overtime made outside of scheduled or assigned run.

#### CALLED FOR EXTRA SERVICE.

42. A regular man called after registering off, or during his lay-off, to do extra work, will be allowed one (1) day for one hundred (100) miles or less, or ten (10) hours or less, as per class of service performed.

Regular men will not be called upon to do extra or emergency work when extra men are available.

#### PAY WHEN CALLED FOR TRAIN.

43. Freight men called for trains that do not go out will be allowed three (3) hours. If held up to five (5) hours, half a day's pay and stand first out. If held longer than five (5) hours, one day's pay will be allowed, and stand behind other men at that point. When a man signs the caller's book for a subsequent train, he will be released from the first train, but if obliged to go out on the road, not less than one day's pay will be allowed.

#### HELD AT OTHER THAN HOME TERMINAL.

44. Freight men receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight rates after ten (10) hours. This will not apply to men whose runs are scheduled for a lay-over of more than ten hours.

#### DOUBLING HILLS.

45. Men doubling hills, or obliged to follow the engine, in going for water or coal, or any conditions beyond their control, will be allowed mileage in addition to trip.

#### DOUBLE HEADING.

46. A double-header is a train where an extra engine is attached for the purpose of hauling tonnage in excess of the rating of the larger engine on the train, over the minimum grades covered by the trip. or where two (2) engines are coupled together over ten (10) miles, for the purpose of hauling tonnage in excess of the rating of the larger engine.

When cars are picked up or set out by double-headed trains, local rates will be paid. This will not apply at points where regular helpers are stationed.

It will not be the practice to double-head local freights. NOTE.—It being understood that this will not apply to the setting out of cars with hot boxes, or crippled cars other than those caused by defective draft gear.

NOTE.—The B. & M. agrees to go into joint conference with other roads on the double-heading proposition, if such conference can be brought about, and the B. & M. to propose to other roads that the matter be taken up in joint conference for all roads alike.

No part or article of this agreement will be so construed as to annul or change the meaning of any part or article. Officers in charge of men will be so instructed that there will be a uniform understanding as to its intent and



application, and no departure from its terms will be made by either party thereto, except after thirty days' notice to other parties thereto.

Signed. For the Railroad:

C. E. LEE,  
*General Superintendent.*

For the Conductors:

L. E. SHEPPARD,  
*Senior Vice-President.*  
T. J. HOLLOMAN,  
*Vice-Chairman.*  
C. E. BROWN,  
*Secretary.*

For the Trainmen:

G. H. SINES,  
*Vice-President.*  
W. T. DOHERTY,  
*Chairman.*  
M. E. WELCH,  
*Secretary.*

#### YARD SERVICE.

47. Three groups of yards to be established as follows, carrying rates per hour specified:

	Group 1		Group 2		Group 3	
	Days.	Nights.	Days.	Nights.	Days.	Nights.
Conductors . . . . .	34	36	33	35	32	34
Brakemen . . . . .	31	33	30	32	29	31

Ayer, Bellows Falls, Boston, Concord, N. H., E. Deerfield, Fitchburg, Greenfield, Holyoke, Lawrence, Lowell, Lynn, Manchester, N. H., Berlin, Deering Junction, Dover, Gardner, Haverhill, Keene, North Adams, Portsmouth, Rochester, Waltham, West Lebanon, Amesbury, Biddeford, Chelsea, Gloucester, Lakeport, Lyndonville, Newburyport, North Woodstock, Plymouth, Reading, White River Junction, Mechanicville, Nashua, Newport, Vt., Northampton, Portland, Rotterdam Junction, Salem, Springfield, Troy, Woodsville, Worcester, Williamston, Woburn.

Special rates, Conductors, Berlin \$4 days \$3.75 nights; Lyndonville \$3.75 days, Woburn \$4.

Time for men shall begin when required for duty and cease when excused from duty.

In yards, ten (10) hours shall constitute a day's work; for any service less than five (5) hours a minimum allowance of five (5) hours shall be allowed; and for five (5) hours or over, one day, exclusive of meal hours.

#### OVERTIME.

Overtime shall begin after the expiration of ten (10) hours; to be compensated at one-tenth the daily rate per hour. Less than 30 minutes will not be counted; 30 minutes and less than 1 hour 30 minutes to be counted as 1 hour; 1 hour and 30 minutes to be counted as 2 hours. If held over 12 hours and 30 minutes, minimum allowance will be paid.

Should the N. Y., N. H. & H. adopt higher rates, we will then apply those rates to the first group of 10 hour yards; the second group to receive 1 cent less per hour; and the third group 1 cent less than the second group.

#### RIGHTS OF MEN.

48. The rights of yard men will be confined to their respective yards, except where yards are abolished. Yard men so affected will take senior rights on the extra list in other yards on that division. Yard men will not have road rights.

A roster of men, showing their rank for promotion, will be kept at a place convenient for inspection.

#### PROMOTION.

49. Line of promotion in yard service will be from brakeman to conductor. The most capable, competent senior yard conductor shall be selected for position of assistant yard master. Temporary vacancies shall be filled in keeping with the above.

Promotions will be governed by merit, ability and seniority; all things being equal, preference in promotion will be given to the men longest in the service. The Superintendent will be the judge of the qualifications.

Men will be promoted in turn.

Any man failing to bid for the position of a conductor on a regular job, or refusing an assignment to the duties of a conductor, will be placed below the successful bidder, or the man accepting such assignment.

#### BIDDING.

50. All permanent vacancies in yard service will be bulletined within five (5) days from the date of vacancy on the bulletin board of that yard where vacancies exist. At the expiration of ten (10) days from posting of bulletins, the vacancy shall be filled by the appointment of the bidder, if competent, who holds senior rank in that class.

All vacancies other than regular will be filled for seven (7) days by the oldest available unassigned man. Application for the vacant position must be made in writing within seven (7) days from date of the vacancy, and the assignment made as soon as possible thereafter to the oldest unassigned man having made application. He can be displaced only by an older unassigned man who may have been assigned at the time the vacancy occurred; men so displaced will have same rights in assigning themselves. However, after a man holding a regular position has been off duty on account of sickness or other causes for sixty (60) days, his job will be bulletined as a regular position, subject to return of the regular man, and all vacancies caused by said posting will be treated in like manner. If regular man returns all men affected will revert to former positions.

Switchers after being on continuously for thirty (30) days will be considered permanent, and will be advertised as such. This will also apply to advertising work trains on the Terminal Division.

Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

When more than one vacancy exists at the same time, men shall have the right to bid on all such vacancies, stating preference.

**DISPLACING RIGHTS.**

When the time of a regular job has been changed two (2) hours or more for more than seven (7) consecutive days, the men affected will have first right to it, or may within ten days take job held by their juniors in rank. When a regular job has been taken off they may, within ten days, take any place held by their juniors in rank. Men displaced will have same right in regard to their juniors in rank.

**YARD MEN DOING ROAD WORK.**

51. Yard men required to run trains on the road, signing orders or making out reports, will be paid through-freight rates for the day. If local work is done, as provided by local rule, then local rates will be paid. If yard rate is more than road rate, then yard rate will be paid. Ten (10) hours will constitute a day's work.

**PAY WHEN ATTENDING COURT, ETC.**

52. Men attending court, inquest or investigation, examination for color blindness, and after first examination in air-brake car, under instructions of an officer of the Company, will be paid the same amount to which they would have been entitled to had they remained on their job. This will not apply to examination for promotion.

If on lay-off days, men will receive for five (5) hours or less, one-half day; for over five (5) hours, one day.

If away from home they will be allowed, in addition, their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

**MEN CALLED NOT USED.**

53. Yard men called for service and not required to work will be allowed a minimum of three (3) hours' pay. Over three (3) hours, and not exceeding five (5) hours, one-half day's pay. Over five (5) hours, one day's pay will be allowed.

**PAY FOR COMPOSITE WORK.**

54. Where a brakeman is used as a conductor a part of the day, he will be paid conductor's rate for the day.

**NIGHT WORK DEFINED.**

55. Men working between the hours of 6:00 P. M. and 6:00 A. M., four (4) hours or more, will be paid night rates.

**MEAL HOUR.**

56. One hour will be allowed for meals, between the fourth and one-half and sixth and one-half hour from time of reporting for work; if necessary to work during the time specified, thirty- (80) minutes will be allowed for meals, and one (1) hour additional pay.

**PAY FOR OUTSIDE SERVICE.**

57. Men called upon to perform duty outside of their class of service will be paid for the class of service performed, provided that the rate of pay shall in no case be less than they would have received had they performed their regular service; it being understood that this rule applies where men are called upon to perform duty outside of yard service.

**TIME NOT ALLOWED.**

58. When time is not allowed, according to the slip, men shall be notified of the reason of disallowance.

**REDUCTION OF FORCE.**

59. When there is a falling off in business, and men are unable to make fair wages, the force shall be reduced in the inverse order to which they were promoted.

**TEMPORARY TRANSFER.**

60. In case of a shortage of men in one yard and a surplus in another, the surplus men may be transferred temporarily, to avoid hiring new men. Such men, when transferred, will hold their rights in home yard, providing they return within six (6) months from date of such transfer; but if permanently transferred, they shall rank as new men from date of transfer.

**DISCIPLINE.**

61. In case of discipline, right of appeal will be granted, if exercised within ten (10) days, and a hearing will be given as promptly as possible, at which men may be accompanied by fellow employees of the same or superior class. If investigations find the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

**PROPERTY LOSS OR DAMAGE.**

62. Men will not be required to pay for loss of or damage to switch keys, lanterns, or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper official within twenty-four (24) hours after such loss or damage occurs.

**SPARE MEN.**

63. When regular assigned yard men lay off, their places will be filled by available spare men.

**INEXPERIENCED MEN.**

64. Crews will not be required to work with more than one inexperienced man.

**REQUIRED TO DOUBLE.**

65. Yard men will not be required to double when it is possible to secure spare men, unless they do so voluntarily.

**FOOTBOARDS AND HANDHOLDS.**

66. No engine will be worked in any yard service more than two days in succession without being equipped with footboards and handholds, and will then be used only during daylight hours.

SHIFTING ON TREESTLES, ETC.

67. All temporary coal tracks, trestle and repair tracks, will be shifted during daylight hours, when possible.

COUPLING HOSE.

68. Yard men shall not be required to couple or uncouple air hose where inspectors are available.

TRANSPORTATION, HOUSEHOLD EFFECTS.

69. Men required to transfer, at the Railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

LEAVE OF ABSENCE.

70. Men having been employed for a period of one year may be given leave of absence not exceeding six (6) months upon request. In all cases due notice shall be given, in order that their places may be filled.

EMPLOYMENT OF INJURED.

71. Efforts will be made to furnish employment suitable for their capacity to men who are injured in the discharge of their duties.

SERVICE LETTER.

72. Men shall, if they so desire, upon leaving the service, be given a letter stating the nature and time of service and reason for leaving the same. Said letter to be given within ten (10) days.

No part or article of this agreement will be so construed as to annul or change the meaning of any part or article. Officers in charge of men will be so instructed that there will be a uniform understanding as to its intent and application, and no departure from its terms will be made by either party thereto except after thirty days notice to other parties thereto.

Signed, For the Railroad:

C. E. LEE,

*General Superintendent.*

For the Yardmen:

G. H. SINES,

*Vice-President.*

W. T. DOHERTY,

*Chairman.*

M. E. WELCH,

*Secretary.*

APPLICATION OF HOURS OF SERVICE LAW.

(a) Employees in train service will not be tied up unless it is apparent the trip can not be completed within the lawful time, and not then until after the expiration of 14 hours on duty under the Federal Law or within 2 hours of the time limit provided by State Laws, if State Laws govern.

*Example:* If the Company ties up a crew between terminals for any reason under 14 hours continuous time would apply under the schedule for all the

time tied up. If tied between 14 hours and 16 hours, will be considered as having been tied up under the application of this 16 hour law, and 8 hours or 10 hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(Note.) Where the crew is cut out by the Railroad for rest if on duty more than 14, but less than 16, hours, the 8 hour rest period governs and pay begins at the expiration of the 8 hour period. If on duty 16 hours and tied up for rest the 10 hour period governs and pay will be resumed at the end of the 10 hour period.

(c) When employees in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

*Example:* A train crew is tied up at the end of 14 hours by an engineer and firemen who have been on duty 16 hours. They are required to take 10 hours rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

(Note.) (Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law, and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes." Note: This decision given by General Managers' Committee, Chicago, in April, 1908, at the first settlement of the question.)

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making for when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

*Example:* The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes 14 hours and makes 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in 2 hours they get 25 miles, if they make it in 3 hours, they get 30 miles instead of a minimum day.

(f) Employees in train service tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

*Example:* They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything, into the terminal. These men are taking rest, probably, but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work 10 hours or paid therefor.

*Example:* Yardmen cannot be tied up for rest in 14 hours. Sixteen hours applicable to yardmen only. In other words, if a man works 16 hours he must be relieved to get 10 hours' rest.

If a man goes to work at 7:00 A. M., and works 16 hours or up to 11:00 P. M., 10 hours off duty will make it 9:00 A. M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used 10 hours from 9:00 A. M. and paid for 10 hours.

#### CONDUCTORS AND TRAINMEN, BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.

[Agreement of March 1, 1907, was printed in annual report for 1907, p. 394.]

*Rules and rates of pay for the government of employes in train and yard service, effective June 1st, 1910.*

#### ARTICLE I.

The following rates of pay and general rules will apply alike to all territory covered by this agreement. The term "trainmen" used in this agreement applies to conductors, flagmen, brakemen and yardmen.

#### ARTICLE II.

The pay in passenger-train service on steam or electric trains to be:

Conductor .....	2.68c per mile.
Flagman .....	1.525c per mile.
Brakeman .....	1.50c per mile.

#### ARTICLE III.

A minimum days pay in passenger-train service on steam or electric trains to be:

Conductor .....	\$4.20 per day.
Flagman .....	2.65 per day.
Brakeman .....	2.55 per day.

exclusive of overtime; and that regular assigned passenger-train employes who are ready for service the entire month and who do not lay off on their own accord, shall receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductor .....	\$125.00 per month.
Flagman .....	72.50 per month.
Brakeman .....	70.00 per month.

When only one trainman is employed on a passenger train, he will receive flagman's pay.

Exception A, to Article III.

Overtime made by trainmen who make less than twenty-seven days in regular assignment will be counted toward making the monthly guarantee.

Exception B, to Article III.

The regularly assigned crew on the Springville-Buffalo run may be used in emergency passenger service without additional compensation.

Exception C, to Article III.

Regularly assigned passenger trainmen called for service before, and in addition to, their regular run, between trips or before registering off duty, will be paid as follows:

	Con- ductor.	Flag- man.	Brake- man.
One hour or less.....	\$0.42	\$0.24	\$0.24
Over one hour, and five hours or less.....	2.10	1.20	1.20
Over five hours .....	4.20	2.65	2.55

Service in excess of one hundred miles will not be considered as emergency work within the meaning of this rule.

#### ARTICLE IV.

Passenger-train employes on short turn-around runs, no single trip of which exceeds eighty miles, including suburban service, shall be paid overtime for all time actually on duty or held for duty in excess of eight hours (computed on each run from time required to report for duty to end of that run) within twelve consecutive hours; and also for all time in excess of twelve consecutive hours computed continuously from time first required to report to final release at end of last run. All other passenger-train employes shall be paid for overtime on basis of twenty miles per hour, computed from time required to report for duty until released, and separately for each part of round-trip runs. Overtime in passenger-train service shall be computed for each employe on the basis of actual overtime worked or held for duty, and at the following rates:

Conductor .....	42c per hour.
Flagman .....	24c per hour.
Brakeman .....	24c per hour.

#### ARTICLE V.

It is understood that reduction in crews or increase of mileage in passenger-train service shall not be made for the purpose of offsetting these increases in wages. This, however, is not to be understood as preventing readjustment of runs in short turn-arounds and suburban service that are paid under minimum rates, for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews.

#### ARTICLE VI.

In all through and irregular freight service the standard rates of pay shall be:

Conductor .....	3.63c per mile
Flagman .....	2.525c per mile
Brakeman .....	2.42c per mile



Runs of less than one hundred miles shall be paid as one hundred miles, but representatives of the company and employees may agree upon certain instances in which an individual employee or a crew not having made one hundred miles may make two or more short runs in continuous service without being entitled to one hundred miles for each such trip.

● Exception D, to Article VI.

Crews in all freight service may be assigned to turn-around service out of terminals regardless of the first-in first-out rule, until one hundred miles or ten hours have been made.

Exception E, to Article VI.

Round trip Buffalo-East Salamanca when made on continuous time basis will pay for the miles made:

Conductor . . . . .	\$4.50
Flagman . . . . .	3.20
Brakeman . . . . .	2.90

overtime on ten-mile per hour basis.

Helvetia, Iselin, Lucerne, Vintondale and mine-run trains of similar class, shall be paid on through-freight rate basis.

#### ARTICLE VII.

In all local freight, pickup-and-drop service, men shall be paid as follows:

Conductor . . . . .	\$3.975 per day
Flagman . . . . .	2.80 per day
Brakeman . . . . .	2.70 per day

Mileage in excess of one hundred miles in any day shall be paid for in addition, pro rata. When three crews are used on local freights and paid for lay-over day, overtime will be paid after fifteen hours.

LeRoy run, Warsaw run, Rochester-LeRoy, DuBois-Curwensville, and East Salamanca-Freeman runs, shall be paid local freight rate.

#### ARTICLE VIII.

Through freight crews required to pick up or set off cars, load or unload freight at more than four points on any division, shall receive local freight rates.

NOTE.—It is to be understood that setting off cars that are unsafe to run will not be considered a stop under this rule.

#### ARTICLE IX.

In all freight and mixed train service, including mine run and pusher or helper service, one hundred miles or less, ten hours or less, shall constitute a day's work; that on runs of one hundred miles or less overtime shall be paid for in excess of ten hours. On runs of over one hundred miles, overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of ten miles per hour. The working time of men shall begin at the time they are required to report for duty, and do so report, and shall continue until they are relieved from duty at end of run. Overtime shall be computed for each employee on the basis of actual overtime worked or held for duty, and to be paid for at rate of ten miles per hour for the class of service performed.

## ARTICLE X.

In work, construction and wrecking train service, men shall be paid through freight rates, one hundred miles or less, ten hours or less, shall constitute a day's work; overtime computed for each employee on the basis of actual overtime worked or held for duty pro rata.

## ARTICLE XI.

When any work or wreck train service is performed by any train on the road, the trainmen of such train shall receive, in addition to pay for trip, overtime for the number of hours engaged in such service; time gained under this rule will be deducted from any overtime made on same trip.

## ARTICLE XII.

Conductor, flagman and three brakemen will be allowed on all regular local freight crews.

## ARTICLE XIII.

The Superintendent will assign a sufficient number of men to each work and wreck train to properly protect and perform the work of the train, it being understood that a conductor will not be required to work at any time without the assistance of a brakeman.

## ARTICLE XIV.

Pilots in road service shall receive road conductors pay; pilots in yard service shall receive yard conductors pay.

## ARTICLE XV.

Trainmen deadheading under orders on freight trains will receive full freight rates, and on passenger trains one-half their regular rate. Trainmen running with light engine or with engine and caboose, shall be paid through freight rates.

## ARTICLE XVI.

Trainmen attending court or other business on behalf of the company will be allowed full time and reasonable expenses.

## ARTICLE XVII.

Trainmen on regular run will be at liberty on arrival at either terminal point. If held in readiness for service on Sunday or any other day and not used, they will be allowed one day's pay for each ten hours or fraction thereof.

## ARTICLE XVIII.

1. Callers will be employed at all points where it is customary to call crews.
2. When trainmen are called by telephone outside of calling limits, trainmen will be held responsible.
3. When trainmen are called for duty and not used on account of train being annulled, or for any other cause, they shall receive five hours pay at overtime rates for five hours or less, and stand first out; for more than five hours and less than ten hours, they shall receive ten hours pay at overtime

rates and stand last out. This will include crews for regular runs who are not called and not notified.

#### ARTICLE XIX.

All crews not assigned to regular runs will be run first in, first out, on their respective divisions, except as per Article VI, exception D.

#### ARTICLE XX.

Trainmen will be notified in writing when time is not allowed as per time slip, and reason for non-allowance given.

#### ARTICLE XXI.

Freight crews will not be held over on account of their conductor being held off for any cause.

#### ARTICLE XXII.

Letters of recommendation shall be filed in duplicate with personal records of trainmen, and original will be returned after entering the service.

#### ARTICLE XXIII.

So far as practicable trainmen will be run so as to give them their lay over at the terminal at which they reside.

#### ARTICLE XXIV.

Trainmen will not be required to sand or coal engines at terminals or intermediate points where hostlers are employed, except in emergency. Whenever they are required to shovel coal on engine they will be allowed one hour's pay. Trainmen will not be required to shovel down coal for fireman.

#### ARTICLE XXV.

Air hose shall be coupled and air tested at terminals where car inspectors are on duty. This rule does not relieve trainmen from satisfying themselves that the air is in working order before departure of train.

#### ARTICLE XXVI.

When runs are established over more than one division, each division shall furnish its proportion of crews, these crews to be based on track percentage.

#### ARTICLE XXVII.

When new territory is acquired, employes on the division from which the territory branches will be given preference of positions. Trainmen employed by contractors hold no rights in the company's service; if assigned by the company to contractor's service they shall retain their original rights.

#### ARTICLE XXVIII.

In employing trainmen, preference will be given to experienced men, so far as practicable. Each conductor will at all times be provided with at least one experienced man, and on divisions where there are three men assigned to each crew at least two of them will be experienced men.

## ARTICLE XXIX.

Trainmen held off for investigation shall receive a prompt, fair and impartial hearing, and will be advised as soon as possible the result of the investigation, and if found blameless shall receive actual time for time lost. No discipline, by record or otherwise, will be imposed until after a thorough investigation is held. They may bring into the hearing any employes of the company who may have a knowledge of the case under consideration, and may be assisted by any employe of their choice. The hearing shall be held by the Superintendent or Trainmaster, or both, with a representative of the motive power department whenever the motive power department is interested in hearing it. Any employe who is dissatisfied with the decision of his superior officers will have the right to appeal within thirty days to the General Superintendent, such appeal to be in writing.

## ARTICLE XXX.

If business falls off, the number of men in the service will be reduced beginning with the youngest man, regardless of bulletined runs. Trainmen reduced under this rule retain their seniority. The reduction of men will be made through the officials, conductor's and trainmen's committee.

## ARTICLE XXXI.

A trainman leaving the service of his own accord forfeits his seniority. A trainman may be given a leave of absence for six months, and at the end of that time will, upon making application to his superior officers, resume his employment without losing his seniority; leave of absence may be cancelled when trainmen is needed in the service.

## ARTICLE XXXII.

When trainmen are required to attend switches, watch crossing or do any other work outside of their assigned work, they shall receive their regular pay.

## ARTICLE XXXIII.

Trainmen required to learn foreign territory, or qualify on same, will be paid same as they would have earned on their regularly assigned runs.

## ARTICLE XXXIV.

Caboose tracks will be provided at terminal points where practicable, and no switching will be done with cabooses. Other cars will not be placed on caboose tracks when it is possible to avoid it.

## ARTICLE XXXV.

*Seniority Rules.*

Trainmen will be governed by seniority with respect to the following rules:

1. Trainmen will be classed as Brakemen, Flagmen, Freight Conductors and Passenger Conductors and their rank in any class shall commence with the date of their last satisfactory examination, and employment in that class on the division employed.

2. When his qualifications are satisfactory, the trainman ranking highest in his class shall be promoted to the next higher class when desired by him and men are wanted in that class.

3. Should a trainman with a regular position in the last class promoted to, refuse promotion to the next higher class, or accept a regular position in a lower class, his promotion shall rest at that point until such time as he desires to proceed in the line of promotion, in which case he may proceed with full rights and follow those who have passed that point.

4. The trainman oldest in rank shall have the preference of all regular positions in his class, and shall be considered in the class below until entitled to a regular position in the class promoted to. Under this rule trainmen will be allowed to select but one position each year, except to fill regular vacancies or take newly established runs; also when displaced by men older in rank or their jobs abolished, in which event they may select any position held by men younger in rank.

5. Should two or more trainmen be promoted to the same class on the same date, the oldest man in the class promoted from shall be the older in the class promoted to.

6. There shall be a stated number of the oldest extra conductors set aside to do all the extra freight running. No more men will be set aside for this service than, in the judgment of the Superintendent, will be able to make at least twenty-six days per month. Under this rule the company does not agree to pay twenty-six days when less time is made.

7. The extra freight conductors that are set aside to do all extra freight running will be considered as regular freight conductors.

8. The oldest extra trainman shall have preference of all extra work in their respective classes, except where men do not lay off for more than ten days; when the oldest extra man is not available the extra man who catches the run shall hold it, provided the vacancy does not exist for a period exceeding ten days. This does not affect conductors set aside to do extra running, who will run first in first out.

9. Passenger trainmen will be eligible to become freight conductors, provided they shall have served at least two years in freight train service on their own division, three months of which shall be immediately preceding their examination.

10. New runs and vacancies, unless assigned to the oldest trainman, flagman or conductor, will be bulletined for ten days before being filled.

11. In the line of promotion four trainmen will be promoted from the ranks of trainmen according to age on their respective divisions and their ability to assume the duties of conductor, and for every four trainmen promoted, one conductor may be appointed or hired, such appointed or hired conductor to have had at least one year's experience on steam service railway as conductor, and shall be required to pass the regular examination, men in the service to be given preference.

12. When a trainman leaves the road service to enter the yard service, he shall forfeit all rights in road service, unless the job shall be abolished, in which event he shall return to road service with full road rights less the time he was in yard service. Should a trainman for any other cause leave yard service, he shall be considered as not holding any road rights.

13. In case of a shortage of men on one part of the road, and a surplus

on another part, the surplus men may be transferred temporarily to avoid hiring men, and such men will not lose their rank on that part of the road from which they were transferred. A man going from one division to another at his own request shall be considered as a new man on the division to which he goes, and he shall lose his rank on the division which he leaves.

14. Should it be established by competent authority that an employe in any of the classes covered by this schedule is physically unable to accept promotion to a position in a higher class, to which he is entitled by right, he shall be exempt from being displaced from the position which he is physically able to fill.

15. Conductors and trainmen promoted to official positions will retain their seniority.

#### ARTICLE XXXVI.

##### *Application of Hours-of-Service Law.*

(a) Employes in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the federal law, or within two hours of the time limit provided by state law, if state laws govern.

*Example.*—If the company ties up a crew between terminals for any reason under fourteen hours continuous time will apply under the schedule for all the time tied up. If tied up between fourteen hours and sixteen hours, will be considered as having been tied up under the application of this sixteen-hour law, and eight hours or ten hours, as may be required, will be deducted.

(b) If employes in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law and their service will be paid for under the provisions of this schedule.

*Note.*—Where the crew is cut out by the railroad for rest if on duty more than fourteen hours, but less than sixteen hours, the eight-hour rest period governs and pay begins at the expiration of the eight-hour period. If on duty sixteen hours and tied up for rest the ten-hour period governs, and pay will be resumed at the end of ten hours.

(c) When employes in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

*Example.*—A train crew is tied up at the end of fourteen hours by an engineer and fireman who have been on duty sixteen hours. They are required to take ten hours rest. The pay of the train crew begins at the expiration of eight hours and of the engine crew at the expiration of ten hours.

*Note.*—(Question: If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law, and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules? Answer: Yes.)

*Note.*—This decision given by General Managers' Committee, Chicago, April, 1908, at first settlement of the question.

(d) Continuous trip will cover the movement straight away or turn-around, from initial point to the destination train is making for when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit the conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

*Example.*—The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes fourteen hours and makes 140 miles. They are twenty-five miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run twenty-five miles; if they make it in two hours they get twenty-five miles, if they make it in three hours they get thirty miles instead of a minimum day.

(f) Employees in train service tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e) the same as if they had run the train to such terminal.

*Example.*—They have tied up for rest and sleeping in caboose. Another train comes along and takes train, caboose and everything into terminal. These men are taking rest, probably, but they get just what they would have received had they hauled the train in, receiving miles or hours, whichever is the greater.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the federal law, and then be permitted to work ten hours or paid therefor.

*Example.*—Yardmen cannot be tied up for rest in fourteen hours. Sixteen hours applicable to yardmen only; in other words, if a man works sixteen hours he must be relieved to get ten hours rest. If a man goes to work at 7:00 A. M. and works sixteen hours, or up to 11:00 P. M., ten hours off duty will make it 9:00 A. M., at which time he can be used on the regular trip and paid for ten hours, or he can be used ten hours from 9:00 A. M. and paid for ten hours.

#### ARTICLE XXXVII.

##### *Yard Service Rules and Rates of Pay.*

The rules in conductors' and trainmen's schedule shall govern yardmen where they apply. The rights of yardmen will be confined to their respective yards. Promotion and the rights to preferred runs shall be according to seniority.

Yards will be divided into three groups.

		Foreman		Helpers	
		Day	Night	Day	Night
Buffalo	}	37c.	39c.	34c.	36c.
Rochester					
East Salamanca	}	36c.	38c.	33c.	35c.
DuBois					
Punxsutawney					
New Castle					
All other yards		35c.	37c.	32c.	34c.

In all yards ten hours or less shall constitute a day's work, overtime computed for each employe on basis of actual overtime worked or held for duty pro rata.

#### RULE 1.

The pay of yardmen shall continue until they reach the point at which they started work.

#### RULE 2.

Yardmen shall be allowed one hour for meals between the hours of 11:30 A. M. and 1:00 P. M., and between the hours of 11:30 P. M. and 1:00 A. M., but if required to work the meal hour, or any part thereof, they will be paid for the hour in addition to the minimum day and be allowed thirty minutes under pay for meals.

#### RULE 3.

Yardmen will not be required to work longer than six hours without being allowed thirty minutes for lunch.

#### RULE 4.

Yardmen assigned to other than their regular duties will be paid the regular yard rate.

#### RULE 5.

Where conditions will permit, the established time for day and night yardmen to start work shall be 7:00 A. M. and 7:00 P. M., respectively. Crews started at other times than between 6:00 and 9:00 A. M. will be paid night rates.

#### RULE 6.

All crews shall consist of not less than one foreman and two helpers.

#### RULE 7.

A roster shall be posted in convenient place in the office of General Yardmaster, which will contain a correct list of all the yardmen and their age in service, the roster to be revised semi-annually.

#### RULE 8.

Yardmen required to work sixteen hours will resume work when their rest period is up under the federal law, and then be permitted to work ten hours or paid therefor.



## RULE 9.

All engines assigned to switching service shall be equipped with headlights, footboards and proper grab irons at both ends.

Any engine temporarily assigned to switching service shall be so equipped at the first opportunity if such engine is to be continued in that service more than one trick. The use of unequipped engines shall not be prolonged by the substitution of one engine for another. This provision, however, shall not apply to engines exclusively used in transfer service.

## RULE 10.

Yardmen will not be required to chain up cars or couple air hose in yards or on repair tracks where car repairers or inspectors are available.

## RULE 11.

In the appointment of assistant yardmasters, the oldest qualified yardmen shall be considered.

It is expected that every official, as well as the employees affected, will see that this agreement is faithfully carried out.

T. F. BRENNAN,  
General Superintendent.

Rochester, N. Y., May 26, 1910.

**CONDUCTORS, TRAINMEN AND YARDMEN, CENTRAL NEW ENGLAND  
RAILWAY.**

*Rates of pay and regulations affecting conductors, trainmen and yardmen on and after May 15, 1910, superseding all previous rules and regulations inconsistent therewith.*

## SCHEDULE OF RATES OF PAY.

## PASSENGER SERVICE.

1. Conductors . . . . .	.0268 per mile.
Baggagemen . . . . .	.0155 per mile.
Brakemen . . . . .	.015 per mile.

For example:

At rate per mile named, 157 miles for the conductor would be \$4.20; 177 miles for the baggageman would be \$2.75; 170 miles for the brakeman would be \$2.55.

2. Regular assigned passenger trainmen who are ready for service the entire period and who do not lay off of their own accord will receive the following guarantee for each 28 days.

Conductors . . . . .	\$115 00
Baggagemen . . . . .	69 00
Brakemen . . . . .	64 50

Overtime does not count in the guarantee except such time in excess of ten (10) hours as is made in regular assignment.

3. Mileage allowance for passenger trainmen for each day used will be as follows:

Conductors, not less than.....	157 miles.
Baggagemen, not less than.....	177 miles.
Brakemen, not less than.....	170 miles.

Example: Conductors who run less than 157 miles will get that much mileage allowance per day, or \$4.20 at the mileage rate. Ten hours or less to constitute a day's work.

All over ten (10) hours to be paid for as overtime and to be computed from the schedule leaving time of train until relieved from duty at the end of the run, at the following rates per hour:

Conductor . . . . .	42 cents.
Baggageman . . . . .	27 cents.
Brakemen . . . . .	25 cents.

It is agreed that effective January 1, 1911, time of Conductors and Trainmen will apply from time they are required to report for duty until relieved from duty at the end of the run.

Less than 30 minutes not to be counted, 30 minutes and less than 1 hour 30 minutes to be counted as one hour, 1 hour 30 minutes to be counted as 2 hours, and so on thereafter.

Example: If conductor makes 120 miles in 11 hours he would be paid \$4.20 plus 42 cents, or \$4.62 in all.

Note: Reporting time to be 30 minutes before the schedule leaving time.

Note: Runs between 171 and 180 miles, baggageman will be paid \$2.80. Runs between 171 and 173 miles, brakeman will be paid \$2.60.

4. Train service Rhinecliff Branch between Rhinecliff and Millerton, and Springfield Branch between Springfield and Hartford to be paid on basis of through freight rates.

#### PASSENGER SERVICE RULES.

5. Crews of all runs will report thirty (30) minutes before the scheduled leaving time of the initial train of their run.

If required for service more than thirty minutes and less than two hours before the scheduled leaving time of their initial train, they will be paid on the hourly basis, sixty (60) minutes or less to count as one (1) hour.

If required for service less than five (5) hours, and more than two (2) hours before their regular run, or run less than one-half ( $\frac{1}{2}$ ) the number of miles which constitutes a day's work, they will receive one-half ( $\frac{1}{2}$ ) day's pay; if required more than five (5) hours or run more than one-half ( $\frac{1}{2}$ ) the miles which constitutes a day's work they will receive not less than one day's pay.

If required for extra service between the hours of their regular day's run, they will be paid one-tenth (1-10) of the daily rate, per hour, while engaged in such service; miles not to be computed in this extra service.

Men called for additional service after completing their day's run will be paid not less than one (1) day's pay.

However, if they were notified that they will be required for extra service before leaving the company's premises and they work less than one-half ( $\frac{1}{2}$ ) the number of hours or miles which constitutes a day's work, they will be paid not less than one-half ( $\frac{1}{2}$ ) day.

When the service performed is more than one-half ( $\frac{1}{2}$ ) the hours or miles which constitutes a day, they will be paid not less than one (1) day. Time for this extra service to commence at the completion of the day's work.

6. Regular men deadheading by order of the company will receive one-mile ( $\frac{1}{2}$ ) mileage on passenger and full mileage on freight trains at daily rate.

They will not receive more pay for deadheading than for working. They will receive at least one day's pay, if no other duties are performed.

Spare men deadheading by order of the company will be paid regular rates for deadheading except when deadheading to relieve a man, in which case no allowance will be made.

A spare man is a man who has not a regular job of any kind.

7. Trainmen flagging light engines will be paid through freight flagman's rate for such service.

8. Passenger crews will not be required to do freight work at points covered by freight trains unless such work is a part of the scheduled run. If such work is a part of the scheduled run, men will be paid through or local freight rates unless passenger rates are greater, in which case passenger rates will be paid. This does not apply to Springfield and Rhinecliff Branch runs.

9. Runs for regular passenger crews are to be laid out so that they can return to their home terminal at the completion of their day's work, except in the case of absolute necessity and except on one way runs.

10. Reductions in crews or increases in mileage in passenger service from assignments in effect November 1, 1909, will not be made for the purpose of off-setting these increases in wages.

11. Passenger crews required to do switching other than their own trains, will be paid on hourly basis; minimum allowance to be one (1) hour.

Passenger crews will be allowed overtime, when required to make up their own trains at points where switch engines are maintained; minimum one (1) hour.

#### SCHEDULE OF RATES OF PAY.

##### *Freight Service.*

12. Through and irregular freight service to be paid for as follows:

Conductors . . . . .	.0363 per mile.
Flagmen . . . . .	.02525 per mile.
Brakemen . . . . .	.0242 per mile.

Runs of 100 miles or less, either straightaway or turn-around, to be paid for as 100 miles.

13. Local or pick-up freight service to be paid for as follows:

Conductors . . . . .	.03975 per mile.
Flagmen . . . . .	.028 per mile.
Brakemen . . . . .	.027 per mile.

100 miles or less to be paid for as 100 miles.

14. In all freight service 100 miles or less, 10 hours or less, will constitute a day's work, overtime after ten hours. On runs of over 100 miles overtime will be paid on a basis of speed of 10 miles per hour.

15. The time for all conductors and trainmen shall commence at the time they are required to report for duty, and will end at the time they are relieved from duty or train put away.

16. Overtime to be paid for at the rate of ten miles per hour for the class of service performed. Less than 30 minutes not to be counted, 30 minutes and less than 1 hour 30 minutes to be counted as 1 hour, 1 hour 30 minutes to be counted as 2 hours, and so on thereafter.

17. Work, construction or wrecking trains to be paid through freight rates, 100 miles or less, ten hours or less, to constitute a day's work, and overtime pro rata.

18. The same increases as given in freight service to be also given in mixed and all other freight service. In all classes of freight, mixed, helper and other freight service not over ten hours will be required for a day's work. Overtime after ten hours at pro rata rates.

19. Note: In all freight service covered by Rules 12, 13, 14, 15, 16, 17, 18, it is understood that miles or hours will be paid when both exceed what constitutes a day's work, whichever gives the man the most.

Example: A run of 125 miles in 12 hours would be paid for as 125 miles.

20. Crews engaged in snow plow service will be paid through freight rates.

21. Men called for additional service after completing a day's run, will be paid not less than one day's pay. However, if they are notified that they will be required for extra service before leaving the company's premises and they work less than one-half ( $\frac{1}{2}$ ) the number of hours or miles which constitutes a day's work, they will be paid not less than one-half ( $\frac{1}{2}$ ) day. When the service performed is more than one-half ( $\frac{1}{2}$ ) the hours or miles which constitute a day, they will be paid not less than one (1) day.

22. Men deadheading under orders will receive one-half ( $\frac{1}{2}$ ) mileage on passenger, and full mileage on freight trains at daily rate. They will not receive more pay for deadheading than for working. They will receive at least one day's pay if no other duties are performed.

23. Crews of extra trains receiving a day's pay in one direction, if held at other than home terminal more than twelve hours, will be paid for each hour held thereafter at schedule rates.

Note: This does not apply to crews of regular extras, nor to crews of scheduled runs which may be run "Extra," nor to spare men filling positions of regularly assigned men.

24. Men on trains that switch out or pick up cars at eight (8) or more stations on a day's run will be paid local freight rates. Bad order cars excepted.

Only one (1) stop will be allowed for any station, and a station is a place designated on the time-table by name at which a train may stop for traffic.

If cars are left or taken from two or more sidings at a station, it is to count as one (1).

A stop at an outlying siding will be counted as one (1) stop. By an outlying siding is meant a siding between two stations which is not operated as a part of the yard at either station.

Terminal stations for the day's run are not to be counted.

Train service Rhinecliff Branch between Rhinecliff and Millerton, and Springfield Branch between Springfield and Hartford on basis of through freight rates.

#### FREIGHT SERVICE RULES.

25. Trains that load or unload freight into or from cars and stations at six (6) or more stations will be classed as local freight trains.

**Note:** A combination of switching out or picking up cars and loading or unloading freight into or from cars and stations aggregating six (6) stations will be allowed.

**Example:** If a crew switches out or picks up cars at four (4) stations and loads or unloads freight at two (2) stations, local freight rates will be paid.

26. At points where switching engines are employed, freight crews will not be required to switch cars or make up trains while switching engines are on duty.

If it becomes necessary for road crews to do switching in yards, while switching engines are on duty, they will be paid for such work as extra service, at the hourly rate, sixty (60) minutes or less to count one (1) hour, and this time to be accumulative except when it is part of the day's assignment. Taking cars or leaving cars from more than two (2) tracks, or cars that do not stand ahead on tracks, to be considered switching.

27. Crews of all runs will report at least thirty (30) minutes before the schedule leaving time of the initial train of their run.

28. Crews doubling hills will be allowed actual mileage so made.

29. It is understood that freight trainmen are not to be required to load or unload solid carloads or to be required to unload freight from cars at stations other than from cars in their own trains.

30. When double headed trains are run, one (1) brakeman shall be added to the regularly assigned crew handling such train.

This is not to include helping engines or engines in the train that are in any way disabled.

#### ARTICLE M. DOUBLE HEADING.

31. Consideration to be postponed, the Central New England Railway Company agreeing to go into joint conference with other roads on this proposition, if such conference can be brought about, and the Central New England Railway Company to propose to other roads that the matter be taken up in joint conference for all roads alike.

#### SCHEDULE OF RATES OF PAY.

##### *Yard Service.*

##### *Ten Hour Yards.*

32. Three groups of yard to be established as follows, carrying rates per hour specified:

Group 1.—Six engines or over, day or night.

Group 2.—Three to five engines inclusive, day or night.

Group 3.—One to two engines inclusive, day or night.

	<i>Group 1</i>		<i>Group 2</i>		<i>Group 3</i>	
	<i>Day Night</i>		<i>Day Night</i>		<i>Day Night</i>	
Conductors .....	37	39	36	38	35	37
Brakemen .....	34	36	33	35	32	34

At this time Hartford and Poughkeepsie will take Group 3 rate, Maybrook Group 2 rate.

*Yard Service Rules.*

33. In all ten (10) hour yards, ten (10) hours or less will constitute a day's work.

34. The time of men in yard service will begin at the time they are required to report for duty and continue until they are relieved from duty.

35. In computing time on duty in yard service, thirty (30) minutes or over will be considered one (1) hour; less than thirty (30) minutes will not be counted; this to apply in first hour as well as subsequent time.

36. Overtime in all yards will be paid for on a pro rata basis. When men are required to work overtime and the same exceeds one-half ( $\frac{1}{2}$ ) of the regular day, they shall be paid one (1) day for it.

37. Yard crews, in ten (10) hour yards, assigned to part day and part night service, will be paid for the day's service in accordance with the day rate, and for night service in accordance with the night rate; from six (6.00) P. M. to six (6.00) A. M. will be at the night rate, and from 6.00 A. M. to 6.00 P. M. will be at the day rate.

38. In ten (10) hour yards, men will be allowed one (1) hour for meals between the fifth and seventh hours from time of starting work. If required to work any part of a meal hour, one (1) hour overtime will be allowed and thirty (30) minutes will be allowed for lunch as soon as possible. The meal hour shall not be counted in a day's work of ten (10) hours.

39. Switching crews required to push or pull trains outside of yard limits will be paid miles in the service at road rates, in addition to their yard pay. In all such cases, there will be at least one (1) brakeman to accompany engine.

40. Crew known as Maybrook Transfer crew working between Maybrook and Campbell Hall and East Walden will be classed as yard crew, and yard rates only apply.

41. No distinction will be made between the road and yard men except at Maybrook Yard, as to rights and promotion, except that conductors and yard brakemen who have not served on the road within one year will not be eligible for promotion from the yard to the road service until they have again served in the next lower grade a sufficient time to become familiar with its duties.

42. Men at Maybrook yard will not have rights on road, or road men rights in Maybrook yard. Yardmen will not be used in road service except in cases of emergency, or when extra men are not available.

43. It is understood that brakemen or switchmen entering the service may be employed in either road or yard service at Maybrook as well as in other yards until they have been regularly assigned.

44. Yard crews at Canaan will make such trips between Canaan and the Furnace and Lime Kilns, and between Canaan and Winsted as work is regularly assigned, and for which they will receive local freight rates. However, if such work is only confined to the territory of Canaan yard to East Canaan inclusive, yard rates will apply.

45. Men in yard service will be paid for actual service performed when relieved for reasons of their own; the actual hours made will be paid for at an hourly rate based upon their rate of pay per day.

46. Regular yard engines will be equipped, front and back, with foot boards, grab irons and headlights. No engine will be worked in yard service more than two (2) days in succession without being equipped with foot boards and hand holds, and will then be used in daylight hours only.

## GENERAL RULES APPLYING TO CONDUCTORS, TRAINMEN AND YARDMEN.

47. A roster of men showing their rank for promotion, will be kept at a place convenient for inspection. Roster to be issued semi-annually.

48. Ability, fitness and seniority will entitle a man to promotion when the opportunity offers, provided in the opinion of the General Superintendent he is qualified therefor.

49. Promotions will be made according to seniority, fitness for the position being equal.

The regular order of promotion will be as follows:

*Passenger Service.*

Freight trainmen to passenger brakemen. Brakemen to train baggage-master. Freight conductors first consideration. Train baggagemasters to passenger conductors.

*Freight Service.*

Brakemen to flagmen. Flagmen to conductors.

*Yard Service.*

Line of promotion will be from brakemen to conductors. Promotions will be governed by merit, ability and seniority, all things being equal; preference in promotion will be given to men longest in the service. The General Superintendent will be the judge of qualifications; any men declining such assignments will forfeit his seniority rights to the man who accepts the position.

50. New runs and permanent vacancies in train or yard crews will be advertised on Bulletin Boards semi-monthly, and at the expiration of five (5) days from date of posting of Bulletin will be given to senior man in service making application for the same in writing, provided in the opinion of the General Superintendent they are qualified therefor.

51. When a man bids in a position, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

52. In case two or more runs or vacancies are advertised at the same time, men may make application for any or all, stating their preference.

53. All vacancies advertised in yard service will specify location of yard, hours of service, and name of conductor with whom vacancy exists.

54. The senior men in the next lower grade will be examined and qualified to perform work in the next higher grade and required to perform this service; it being understood that any available man in that service may be used to fill vacancies not to exceed five (5) days; after five (5) days and up to thirty (30) days the oldest qualified man will be assigned to fill the position.

55. Rights of conductors shall be governed by their age as conductors in the service; record to be kept in the General Superintendent's office.

56. When any employee in train or yard service is promoted his record in the advanced class will date from the time actual continuous service is made, but should he at any time, on account of reduction of force, be set back, his standing will not be affected.

57. Men in the higher grade returning to the next lower grade, at their own request, will be given the rating in that lower grade, held prior to promotion, and lose standing in the higher grade.

58. A "run" is a term to describe trains to be handled by a crew in its day's work with this as a basis. The definition of a new run is:

First: When any train is taken from or added to a run.

Second: When any change is made in terminal point or points in any train of a run.

Third: When a change is made of thirty (30) minutes or more in the departure of the initial or arrival of the final train of a run.

Fourth: When the character of a train is changed so that the amount of pay is increased or decreased.

Fifth: When any new train is put on with reasonable prospect of its running for thirty (30) days.

Sixth: Such parts of this rule as are applicable shall govern yard service.

59. When the assignment of a man is discontinued, he will be entitled to choose, within five (5) days, any run or position held by any man his junior. This does not apply to cases where a man has been assigned to a season or other temporary run. In such case the man will go back to the position formerly held by him, unless such position has been filled by a man senior to him.

60. When a man is absent on account of sickness, or other cause, expected to exceed thirty (30) days, the run will be posted on bulletin boards for three (3) days and at the expiration of such time will be given to the oldest man in that class who is qualified, making application for such vacancy, and he will be assigned to fill the position until the regular man returns.

61. Men who are away on leave of absence or sickness at the time runs or vacancies are advertised and have no knowledge of such advertisement, will be permitted, if they so desire, to make application for the runs or vacancies as advertised, provided they do so within three (3) days after returning to work.

62. Men will be allowed to transfer to other branches of the service and be given preference over new men.

63. If a man is transferred from one branch of the service to another for his own betterment or convenience, his record in the new line of service will date from the time of his entry therein, and should he at any time of his own accord return to the branch of the service from which he was transferred, his record in that branch will date from the time of such re-entry.

64. Trainmen furnished contractors will be assigned in line of seniority.

When men are transferred for the convenience of the Company, and its interest has been served, they will be returned to the branch of the service in which they were employed, and their standing will not be affected by such transfer.

65. A leave of absence for longer than sixty (60) days will not be granted, except by the General Superintendent, and then only in special cases, and no leave of absence will be given for the purpose of engaging in other business.

66. A man absent without leave or granted leave of absence for a definite time, and not returning to the service at or before the expiration of such time, will be considered as having left the service of the company, unless the reasons for such absence are satisfactory to the General Superintendent.

67. Men will, if they so desire, upon leaving the service, be given a letter



by the General Superintendent stating the nature and time of service and the reason for leaving the same.

68. Efforts will be made to furnish employment suitable for their capacity to men who have been injured in the discharge of their duties.

69. The time of freight crews in road service will begin at the time they report for duty and continue until they are relieved from duty.

Passenger and freight crews are not to be considered relieved from duty until they are relieved of charge of train.

70. In computing miles made by trainmen, the distance is to be computed from the yard or station from which trainmen are required to move their trains.

71. Men called for wrecking trains will be relieved upon their return, but in case they are needed again for wrecking service inside of ten (10) hours from time called, they will be paid continuous time at regular rates from time first called until finally relieved.

72. Trainmen called for extra runs and not sent out through no fault of their own, will be paid one-half ( $\frac{1}{2}$ ) day's pay and stand first out on trains not provided with regular crews.

73. Trainmen reporting for regular runs which have been annulled without previous notice and not sent out through no fault of their own, will be paid one (1) day's pay.

74. Trainmen will be paid for actual service performed when relieved for reasons of their own; that is, they will receive the actual miles run or the hours made.

75. Trainmen who have been in service less than five years in learning the road will not be paid therefor in the class of service employed, except when forced to take another run.

76. When men are required to attend to switches, watch crossings or do any work other than their regularly assigned duties, they will be paid their regular pay. This does not apply to disabled men temporarily assigned by their own request.

77. Crews handling trains made up of passenger equipment one way and freight equipment the other, will be paid through freight rates.

78. Men attending court, inquests, or investigations (except when subject to discipline) will be paid the same rates they would have been entitled to had they remained on their runs. This will not apply to examination for promotion.

If called before a day's work begins or after the close of a day's work, they will be paid on the hourly basis for the class in which they are employed.

If on lay-off days they will, if held five (5) hours or less, be allowed one-half ( $\frac{1}{2}$ ) day's pay. If held over five (5) hours, they will be paid not less than one (1) day's pay.

If away from home, they will be allowed in addition their legitimate expenses.

79. Men who are entitled to rest will not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

80. When time claimed on time slips is not allowed, the men interested will

be promptly notified in writing, and given reason why said time should not be allowed. This must be done in every case.

81. Train and yard crews will not be required to work with more than one (1) inexperienced man.

82. Regular freight and regular yardmen will not be called upon to do extra or emergency work when spare men are available.

83. Men will not be required to coal or sand engines, except in emergency. If it is necessary for them to do so, they will be paid therefor, in miles or hours, as the case may be, but in no case less than one (1) hour.

84. Train and yardmen will not be required to couple or uncouple steam, air or signal hose where car inspectors or steam heat men are available. Nor shall they be required to handle repair track cars which have no drawbars, unless chained together by car inspectors.

85. Men on snow plow trains will not be required to operate snow plow or scraper except in emergency.

86. Placing cars on coal trestles at night where conditions render the work hazardous, will not be required of men when it can be avoided.

87. Men will not be required to pay for loss or damage of switch keys, provided such loss is reported in writing and satisfactorily explained to proper office within twenty-four (24) hours after such loss.

88. Caboose tracks will be provided at terminal points where practicable, and no switching will be done with cabooses. Other cars will not be placed on caboose tracks.

89. Caboose cars, assigned to crews, will not be sent out with other crews unless sufficient notice has been given to the crews to whom such cars have been assigned, except in cases of emergency.

90. At points where regular callers are employed, men in road service living within one (1) mile of the yard, will be called between the hours of 11.00 P. M. and 6.00 A. M. at least an hour before leaving time. The caller will be provided with a call book, which will specify the leaving time of the train; said book to be signed by the men called.

91. When assignment, or change of trains, require men to change their place of residence they will be furnished free transportation for their families and household goods to their new place of residence at time of transfer.

92. Conductors will be given term passes good between all stations.

93. Conductors and trainmen who are unable for any cause to perform service must send notice two hours in advance of scheduled or listed leaving time, to permit of other provision being made and to avoid being called.

94. Trainmen and yardmen who have been in the service one (1) year will be given term passes between all stations.

95. If an employe in any of the classes provided for in this schedule feels that he has been unfairly disciplined or unfairly treated as to pay he will, upon request, be given a hearing by the General Superintendent within ten days, and the General Superintendent will give his decision in writing within ten days from the date of hearing.

The employe may be represented by a committee of fellow employes if he so desires.

If discipline is found to be unjust the employe will receive full pay for any time he may have lost, and if dismissed will be immediately re-instated.

Requests for modification of discipline on account of clemency will not be considered unless the request is made within six months from the date of the original investigation.

96. Applicants for positions in train or yard service will be examined as to visual power, color perception and hearing under such rules as may be established by the General Superintendent.

In re-examining men as to visual power and color perception, tests will be made with reading cards, worsteds and lanterns as may be prescribed by the General Superintendent. If a man fails on these tests, he will be accepted if he passes the tests with such flags, lights and signals as are used on the road.

Failure to pass the tests with reading cards, worsteds and lanterns, as prescribed by the General Superintendent, shall have no bearing on the second test with flags, lights and signals as are used on the road.

Hearing tests will be made by ordinary conversation.

It is understood that this rule is subject to such modification as may be required by law.

97. This agreement not to operate to reduce any rates that may be now higher than those agreed upon.

#### APPLICATION OF THE SIXTEEN HOUR LAW.

98. (a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State laws, if State laws govern.

Example: If the company ties up a crew between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 hours and 16 hours will be considered as having been tied up under the application of the 16 hour law, and 8 hours or 10 hours as may be required will be deducted.

Note: When the crew is cut out by the company for rest if on duty more than 14 but less than 16 hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period. If on duty 16 hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(c) When employees in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take

ten hours rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

Note: Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" "Yes." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question.

(d) Continuous trip will cover the movement straightaway or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie up point to the next tie up point or to the terminal. It is understood that this article does not permit conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

Example: The introduction of this law doesn't set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and made 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in three hours they get 30 miles instead of a minimum day.

(f) Employees in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (c), the same as if they had run the train to such terminal.

Example: They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably, but they get just what they would have got had they hauled the train in, receiving miles or hours, whichever is the greater.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours, or paid therefor.

Example: Yardmen cannot be tied up for rest in 14 hours. Sixteen hours applicable to yardmen only. In other words, if a man works 16 hours he must be relieved to get ten hours rest.

If a man goes to work at 7 A. M. and works 16 hours or up to 11 P. M., 10 hours off duty will make it 9 A. M., at which time he can be used on the regular trick and paid for ten hours, or he can be used 10 hours from 9 A. M. and paid for 10 hours.

99. All work shall be classified as to rates of pay under this schedule as were effective November 1, 1909.

100. The rates of pay and rules herein contained constitute an agreement between the Central New England Railway Company and its conductors, trainmen and yardmen, and will not be departed from without first giving thirty (30) days' notice from either party to the other.

This schedule becomes effective May 15, 1910.

(Signed) O. M. LANG,  
*General Superintendent,*  
 For the Central New England Railway Company.

(Signed) D. O'HEARN,  
*Chairman,*  
 CHAS. HINMAN,  
*Vice Chairman,*  
 M. E. RILEY,  
*Secretary.*  
 For the Conductors.

(Signed) J. J. WALL,  
*Chairman,*  
 R. A. MCCABOLL,  
*Vice Chairman,*  
 A. M. COOKE,  
*Secretary.*  
 For the Trainmen and Yardmen.

#### CONDUCTORS, TRAINMEN AND YARDMEN, DELAWARE & HUDSON RAILROAD.

[Agreement of June 26, 1907, was printed in annual report for 1907, p. 403.]

#### RATES OF WAGES AND RULES AFFECTING THE EMPLOYMENT OF CONDUCTORS, TRAINMEN AND YARDMEN. EFFECTIVE APRIL 1, 1910.

*Agreement between The Delaware & Hudson Company and the Conductors,  
 Trainmen and Yardmen governing the employment, rates of pay, rules and  
 working conditions of employees in such service.*

#### ARTICLE No. 1.

##### *Passenger Service.*

"A" In all passenger train service not otherwise specified herein the standard rates of pay in both steam and electric service shall be:

	Per Mile.
Conductors . . . . .	\$2 08
Baggagemen . . . . .	1 55
Rear trainmen (flagmen) . . . . .	1 52½
Brakemen . . . . .	1 50

Minimum allowance for passenger train service for each day used shall be:

	Per Day.
Conductors . . . . .	\$4 20
Baggagemen . . . . .	2 75
Rear trainmen (flagmen) . . . . .	2 585
Brakemen . . . . .	2 55

"B" On runs of less than 155 miles the minimum allowance for employees in both steam and electric passenger service for each day used, shall be:

	Per Day.
Conductors . . . . .	\$4 20
Baggagemen . . . . .	2 75
Brakemen . . . . .	2 55

exclusive of overtime, and regular assigned passenger train employees who are ready for service the entire month and do not lay off on their own accord shall receive the following minimum sums, exclusive of overtime, for the calendar month:

	Per Month.
Conductors . . . . .	\$125 00
Baggagemen . . . . .	75 00
Rear trainmen (flagmen) . . . . .	72 50
Brakemen . . . . .	70 00

"C" Ten hours or less will constitute a day. All over ten hours to be paid for as overtime and to be computed from the time a man is required to report for duty until relieved from duty at the end of the run, at the following rates:

	Per Hour.
Conductors . . . . .	\$0 42
Baggagemen . . . . .	25
Rear trainmen (flagmen) . . . . .	24
Brakemen . . . . .	24

Fifteen minutes overtime will be considered as half an hour, forty-five minutes will be considered as one hour.

<i>Branch Runs.</i>	Per Day.
Conductors . . . . .	\$4 05
Baggagemen . . . . .	2 65
Brakemen . . . . .	2 50

Ten hours or less will constitute a day. All over ten hours to be paid for as overtime, pro rata, and to be computed from the time a man is required to report for duty until relieved from duty at the end of the run.

<i>Milk Service.</i>	Per Day.
Conductors . . . . .	\$4 69
Messengers . . . . .	2 85
Trainmen . . . . .	2 70

"D" Reduction in crews or increase of mileage in passenger train service shall not be made for the purpose of offsetting these increases in wages. This, however is not to be understood as preventing readjustment of runs in short turn-around and suburban service that are paid under minimum rules for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules without reducing the number of crews.

*Freight Service.*

"E" For through freight train service the standard rates of pay shall be:

	Per Mile.
Conductors . . . . .	\$3 63
Flagmen . . . . .	2 525
Brakemen . . . . .	2 42

Runs of 100 miles or less, either straightaway or turn-around, shall be paid as 100 miles.

Mine Runs will be classed as local freights.

"F" In local freight service men shall be paid as follows:

	Per Day.
Conductors . . . . .	\$3 975
Flagmen . . . . .	2 80
Brakemen . . . . .	2 70

Mileage in excess of 100 miles in any day shall be paid for in addition, pro rata.

"G" In all freight and mixed train service, including mine run, pusher and helper service, one hundred miles or less, ten hours or less will constitute a day's work. On runs of one hundred miles or less overtime shall be paid for time in excess of ten hours, and on runs of over one hundred miles overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of ten miles per hour.

Time of road crews shall begin one hour before time marked to leave and shall continue until they are relieved from duty at end of run.

Overtime will be paid for at rate of 10 miles per hour for the class of service performed.

Fifteen minutes overtime will be considered as half an hour, forty-five minutes will be considered as one hour.

"H" In work, construction and wrecking train service men shall be paid through freight rates; 100 miles or less, ten hours or less, to constitute a day's work; overtime shall be computed for each employee on basis of actual overtime worked or held for duty, pro rata.

*"I" Rates of Pay per Hour for Yardmen.*

	Group 1		Group 2		Group 3	
	Days.	Nights.	Days.	Nights.	Days.	Nights.
Foremen . . . . .	37c	39c	36c	38c	35c	37c
Brakemen . . . . .	34c	36c	33c	35c	32c	34c

Group 1.—Oneonta, Carbondale, Albany, Scranton, Wilkes-Barre, Binghamton.

Group 2.—Schenectady, Saratoga, Green Island, Whitehall.

Group 3.—Nineveh, Sidney, Delanson, Fort Edward, Hudson Falls, Glens Falls, Lake George, Port Henry, Plattsburg, Rouses Point, Lyon Mountain, Standish, Rutland.

"J" This agreement not to operate to reduce the compensation now paid for in service under the pay schedule.

*"K" Application of Sixteen-hour Law.*

(a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern.

Example—If the company ties up a crew between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 hours and 16 hours will be considered as having been tied up under the application of this 16 hour law and 8 hours or 10 hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note.—Where the crew is cut out by the company for rest if on duty more than 14 hours but less than 16 hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period. If on duty sixteen hours and tied up for rest the ten hour period governs and pay will be resumed at the end of the ten hour period.

(c) When employees in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example.—A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of ten hours.

Note.—Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?"

Answer: "Yes." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question.

(d) Continuous trip will cover the movement straight-away or turnaround, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resume duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie up point.



When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie up point to the next tie up point or to the terminal. It is understood that this article does not permit conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

**Example.**—The introduction of this law doesn't set aside the schedule as to their terminal rights, in other words a crew goes 14 hours and made 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in three hours they get 30 miles instead of a minimum day.

(f) Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

**Example.**—They have tied up for rest and sleeping in caboose. Another train comes along, take train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have received had they hauled the train in, receiving miles or hours whichever is the greater.

(g) Employes in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours, or paid therefor.

**Example.**—Yardmen cannot be tied up for rest in 14 hours. Sixteen hours applicable to yardmen only. In other words, if a man works 16 hours he must be relieved to get ten hours' rest.

If a man goes to work at 7 A. M. and works 16 hours or up to 11 P. M. 10 hours off duty will make it 9 A. M. at which time he can be used on the regular trick and paid for ten hours, or he can be used 10 hours from 9 A. M. and paid for 10 hours.

**Example.**—In an 8 hour yard, a man working 16 hours would have to take 10 hours' rest; he would go to work 2 hours late on his regular trick and work the remaining 6 hours and be paid for 8 hours.

## GENERAL RULES.

### ARTICLE 2.

"A" When crews working on through freight basis are called upon to load or unload freight at three or more stations on any one trip or day, such crews shall be paid local freight pay.

"B" Through freight crews will not be required to do switching where yard engines are stationed.

"C" Conductors and trainmen required to do switching at any point shall be paid in excess of mileage or hours made. Time to be kept for switching at such points and to be added together. And time to be allowed at the rate of 10 miles per hour.

Note.—Picking up cars that are assembled and placed ahead, will not be considered switching, nor will setting out cars that are assembled together in train be considered switching under the above rule.

“D” Conductors and Trainmen holding runs making 100 miles more or less, will not be used or required to perform additional service only in cases of emergency. When called upon to perform such additional service it will be regarded as having commenced a new run or day, and will be paid accordingly.

“E” Brakemen in service or coming in service will be paid full mileage rates for learning any portion of the road.

“F” When passenger crews are detained forty-five (45) minutes after reaching home terminal they will be paid one hour in excess of mileage.

“G” When crews in freight or mixed train service are held at terminal forty-five (45) minutes they will receive one hour's pay in excess of hours or mileage made. Should they be held over one hour one mile will be allowed for every six minutes held thereafter.

“H” Conductors and Trainmen will not be required to act as pilots except in cases of emergency or when engineers are not available, and will be paid full rates according to the class of service engaged in.

“J” Road trainmen assigned to do yard switching at terminals shall receive pay for such service at yard rates. Road Conductors assigned to do yard switching at terminal points shall receive pay for such service at his regular road rates.

“K” Men who are called and report for duty for trains subsequently annulled, shall be allowed one-fourth day, if held five hours one-half day's pay will be allowed and stand first out. If held longer than five hours one day's pay will be allowed and the crew will stand behind other crews at that point.

“L” Conductors and Trainmen shall receive the regular compensation for run or position to which they are permanently or temporarily assigned. Conductors and Trainmen who are assigned to duties other than train or switching service, where the compensation is less than their regular rates, not less than their regular rates will be allowed.

“M” Trainmen who are required to do baggage work and render baggage reports in addition to their own work, shall receive baggagemen's pay.

“N” Trainmen doing part local freight work and part passenger work, shall receive local freight rates when the local freight mileage exceeds the passenger mileage. Trainmen on the Ticonderoga run, True Blue and Troy Road crews, Cohoes run, Palmers Falls crew, Mill run at Plattsburg, Lyon Mountain and Standish runs and Moosic Mine run shall be paid yard rates.

“O” Men attending court or coroner's inquest as witnesses or engaged in any other work assigned to them by the company, will receive pay for 100 miles per day while so engaged except in case of those employed on regularly scheduled trains, who will receive the mileage and pay which they would have received in ordinary service together with necessary expenses.

“P” Men deadheading on passenger trains under orders will be allowed one-half pay, and on freight trains full pay for the service on account of which they deadhead. Conductors and Trainmen running with light engine or with engine and caboose shall be paid through freight rates.

“Q” Road crews doubling hills will be allowed actual mileage at the rate per mile paid on the trains doubling.

"R" When the service as reported on a time slip is not allowed the slip will be returned with the reason for not allowing it, this to be done in every case.

"S" When the terminal or turning point of a run is changed, or a day run changed to a night run, it will be optional with a conductor to displace a junior conductor and a trainman to displace a junior trainman.

### ARTICLE 3.

"A" The rights of trainmen shall be interchangeable and the word trainmen as used herein shall apply to yard foremen, baggagemen, flagmen, yard brakemen and road brakemen.

"B" Conductors and Trainmen will be promoted in accordance with seniority provided they possess the requisite qualifications. If they fail to pass the first examination they will be given a second examination, and if they fail on the second examination they will be given a third; provided the three examinations are taken within three months. Trainmen so qualifying will retain their roster rights. When extra conductors are required on a division they will be advertised for on the division on which they occur. Extra Conductors' names will appear on conductors' roster and they will be allowed to hold their seniority as trainmen. The oldest trainmen making application will receive these positions according to their roster rights. If a trainman makes application for such a position and is entitled to same according to his roster rights, but has not passed the required examination, the position will be filled by the oldest trainman who has passed the required examination until such a time as this trainman qualifies, provided he passes the required examination within three months. If such a trainman is unable to qualify the position will be considered vacant, and will be again advertised. In case the extra conductors are employed, or are not available, the oldest trainman available, who has passed the examination, will be given preference. If an older man is available when the crew is again called for duty, he will be placed on run held by his junior in rank. Trainmen taking examination will be notified as to the result within 10 days and if he has passed he will be given a certificate bearing the date of such examination. Trainmen who enter the service after May 1st, 1906, failing to pass or declining the third examination will drop back as the youngest trainmen and can only come up again in turn or be relieved as incompetent. Promotion will be from trainman to freight conductor and from freight conductor to passenger conductor.

"C" For every two trainmen promoted to position of conductor, one experienced conductor on the trainmen's roster may be reinstated, if desired, by the management and the men interested.

"D" Men declining a position or failing to make application therefor, provided such a position is not a promotion, shall retain their rights on the roster. Conductors employed as extra or regular passenger conductors shall have preference for passenger runs over men who are older on the roster, but not in passenger service; provided, however, that extra and regular passenger conductors will have their full roster rights in bidding for temporary and permanent positions in passenger service.

"E" Positions as extra passenger conductor or trainman will be adver-

tised within five days after becoming vacant for a period of ten days, on the division on which they occur and will be filled in the order of seniority in accordance with the roster. All temporary and permanent positions in passenger service will be advertised within five days after becoming vacant, for a period of ten days on the division on which they occur and appointments will be made in the order of seniority, provided the oldest applicant possesses the requisite qualifications, and further provided a Conductor or Trainman holding a temporary freight or yard position will have the right to bid on and take a temporary passenger position. A temporary vacancy in passenger service will be given to the extra passenger Conductor or Trainman who stands first out until advertised and assignment made. A Conductor or Trainman holding a temporary position in passenger service will revert back to his former position when the regular man returns, or the position is annulled or advertised as a permanent one. As soon as possible, before summer schedule goes into effect, a list of all summer runs will be advertised on regular bulletin boards.

"F" When a regular train is abandoned or crews withdrawn, conductors and trainmen affected shall have their choice of trains according to their roster rights in their line of service. Men so displaced will have the same privilege. Conductors of trains withdrawn may be assigned to extra duty as conductors in rotation if they so desire.

"G" Conductors and Trainmen in the service of this company will be examined whenever in the opinion of the Superintendent he has reason to believe that their color perception, acuteness of vision or hearing, has become impaired to the extent that might render their service unsafe.

Should the indoor test disclose a deficiency of perception that might impair usefulness, such test will be followed by a field test, under the personal direction of the Superintendent; the result of which shall determine the standing of the person examined.

A field test shall be conducted in the following manner: For vision with the flags, lamps and signals used in the daily operation of trains, with or without glasses, at a distance not to exceed two thousand feet, for the correct observation of semaphore arms, lights and of lamps or flag signals. For hearing ability to hear ordinary conversation and air whistle signal in service.

#### ARTICLE 4.

"A" All new runs and vacancies in freight and yard service will be advertised within five days after becoming vacant for a period of ten days on the division on which they occur, and appointments shall be made within ten days in the order of seniority, provided the oldest applicant possesses the requisite qualifications, and further provided a temporary vacancy will be given to the extra conductor or trainman who stands first out, for a period of ten days, at the expiration of ten days such position will be advertised as a temporary position and will be given to the oldest man making application, who will hold it until the regular man resumes his place or it becomes permanently vacant. When a regular or extra man makes application for and is given a temporary position he may make application for any permanent position that may be advertised during the time he remains on such temporary position but will not be allowed to make

application for any other temporary position that may be advertised during the time he is employed on such temporary position. If no permanent position is taken by him during this time he will revert back to his regular position when the regular man returns or the position is advertised as a permanent one.

Nothing in this article shall prevent any conductor or trainman who bids in a permanent position from taking the same when assignment is made.

"B" When more than one vacancy occurs conductors and trainmen shall have the right to bid on all such vacancies, stating preference.

"C" Men bidding off permanent position will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

"D" When a train baggageman is absent from his position temporarily the oldest trainman on same train will be entitled to baggageman position if older on the roster than the extra man if he so desires. If not it may be given to the next oldest trainman on same train provided they have the requisite qualifications.

#### ARTICLE 5.

"A" A roster of conductors and trainmen shall be kept on bulletin boards and the same renewed May and November 1st of each year.

"B" Conductors and Trainmen living within one mile of the yard will be called one hour before required for duty except that men on trains having a fixed hour for leaving, will not be called between eight A. M. and nine P. M.

"C" On arrival at terminal after a trip of fifteen hours or more continuous service, men will be allowed ten hours' rest if desired except in case of wrecks, washouts or other like emergencies.

"D" All unassigned conductors and trainmen will be run first in, first out on their respective divisions.

"E" Conductors and Trainmen shall be exempt from coaling engines at terminal. When required to do so enroute they will be paid for same at overtime rates with a minimum of one hour and in addition to all other allowances for the trip.

"F" Effort will be made to furnish employment suitable to their capacity to conductors and trainmen who are injured in the discharge of their duty or become unable to perform their duty on account of failing health.

"G" Passenger trainmen shall not be required to couple or uncouple hose, or safety chains, or turn angle cocks at Rouses Point, Plattsburg, Lake Placid, Whitehall, Rutland, Salem, Eagle Bridge, Lake George, Saratoga, Mechanicville, Green Island, Troy, Livingston Avenue, Albany, Maiden Lane, Church Street, Oneonta, Nineveh, Delanson, Binghamton, Carbondale and Wilkes-Barre, if car inspectors are available, and shall not switch their trains where switch engines are located or turn engines at terminals.

#### ARTICLE 6.

"A" Conductors and Trainmen shall not be suspended or dismissed except in serious cases where fault is apparent beyond reasonable doubt until he has a fair and impartial hearing before the proper officials. During such hearing he may be assisted by a conductor or trainman in service on his division. When decision is rendered, if such conductor or trainman believes

it unjust he may take up his own case on appeal to the higher authorities and if he desires, he may select a conductor or trainman in the service on the same division to assist him in presenting his case, but such representation shall be of a purely personal character and shall not carry with it the sanction of Committee representation. No adjustment made by the Company in such cases shall be construed or cited as precedent in any case presented by the Conductors and Trainmen's Committee.

If a Conductor or Trainman does not handle his own case, as above specified, the regularly constituted committee of Conductors or Trainmen can appeal through the proper officials to the highest authority; hearing in all cases to be given and decision rendered promptly as possible.

If a Conductor or Trainman is suspended or dismissed and is proven to have been innocent of the offense charged he shall be reinstated and paid for time lost.

"B" No fines will be imposed upon conductors and trainmen for loss or breakage of tools, for damage incurred by accident to rolling stock on the road, or for stock killed or injured and they agree to use their best efforts to avoid accident and damage as far as possible.

"C" Conductors and Trainmen in freight service will not be turned more than once away from their home terminal and after reaching home terminal will be given ten hours for rest before required to go on duty. This will not apply to conductors and trainmen assigned to turn-around service out of a terminal for a day.

"D" Freight crews receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight rates after fifteen hours. And when resuming work shall be returned to home terminal. This will not apply to conductors and trainmen whose runs are scheduled for more than twelve hours.

"E" Conductors and Trainmen will be granted leave of absence as soon as possible after it is applied for.

"F" When business is light the work will be equalized between men on regular and extra crews as far as practicable; this shall not apply to regular men who have made less than three thousand miles per month, regular crews will be allowed to make three thousand miles before they are replaced by extra crews.

"G" Conductors and Trainmen shall, if they so desire upon leaving the service, be given a letter signed by the Superintendent, stating the nature and time of their service, and the reason for leaving; application to be made in writing.

"H" No suspensions, entries, or notations will be made against conductors or trainmen's records until they have been notified of the same. Conductors and trainmen will be furnished an abstract of their record upon request.

"I" Conductors and Trainmen assigned to regular runs or positions in yard service, will be considered off duty from time relieved from their regular duties until required for their regular duties. But when such men are available they will respond to call in all cases of emergency.

"J" Passenger trainmen shall not be required to handle express.

"K" Extra men who absent themselves from duty, or who fail to

respond when called shall not be called again until they report. When they resume duty they shall be placed at the foot of the list.

"L" Effort will be made to furnish cabooses for crews running outside of yard limits.

"M" Caboose tracks will be provided at terminal points, where practicable, and no switching will be done with caboose.

"N" A man to take the regular passenger trains from Albany to Green Island and return, commonly known as "Albany and Green Island Back-overs," will be provided, or else the trainman making this movement will be paid on basis of one hour at overtime rate in excess of regular day's pay if the time consumed exceeds forty-five minutes.

"O" Trainmen on the Albany & Troy Belt Line trains who are required to assist the Conductors in collecting tickets and fares will be paid \$5 per month in excess of their regular pay.

"P" Trainmen required to take charge of and assume the responsibility of a yard conductor will be paid yard conductors' rates.

## YARD RULES.

### ARTICLE 1.

"A" The rules in the conductors and trainmen's schedule shall apply to yard rules as to seniority, rights to runs and promotion, not provided for in yard rules.

"B" Ten hours or less will constitute a day's work, time exceeding ten hours will be paid for as overtime at the regular rate. Fifteen minutes will be considered as one-half hour and forty-five minutes will be considered as one hour.

"C" Yard crews will not be required to work overtime, except in case of actual emergency, continuous service not to exceed fourteen hours may be required.

"D" Wilkes-Barre transfer crews will be classed in yard service.

"E" Yardmen will be permitted to take their mid-day or mid-night meal between the hours of eleven and one o'clock. They will not be required to work longer than five hours and thirty minutes without having at least thirty minutes for such meal. If fifteen minutes or more of the meal hour is worked, one hour overtime will be allowed. Yard crews who are required to work other than the usual hours will have one hour for meals between the fourth and sixth hours.

"F" The usual working hours for yardmen shall be from seven A. M. to six P. M. and from seven P. M. to six A. M., allowing one hour for meals.

"G" Yardmen will not be required to work with any engine or engines longer than two days, without they are properly equipped with foot boards and handrails.

"H" Yardmen will not be required to couple or uncouple hose on passenger trains, where car inspectors are available. This does not apply to through passenger trains having ten minutes or less station time.

"A" Upon the signing of this agreement all previous schedules and rules shall be void.

"B" This agreement shall be in effect from April 1, 1910. and until

thirty days' notice shall have been given by either party to change or terminate the same or any part thereof.

"C" The terms and provisions of the above and foregoing agreement are accepted and agreed to by the undersigned.

C. S. SIMS,  
General Manager.

**CONDUCTORS, TRAINMEN AND YARDMEN, DELAWARE, LACKAWANNA  
& WESTERN RAILROAD.**

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 410.]

*Rules and rates of pay for Conductors and Trainmen and rates of pay for Yardmen employed in Hoboken, Secaucus and Newark Switching District, and at Paterson, effective April 1, 1910.*

**RATES OF PAY.**

**PASSENGER AND MILK SERVICE, AND SERVICE ON SUSSEX, BANGOR & PORTLAND, CINCINNATUS, AND LACKAWANNA & MONTROSE BRANCHES.**

*Standard Rates of Pay.*

ARTICLE A.—In all passenger train service not otherwise specified herein the standard rates of pay in both steam and electric service shall be:

Conductors . . . . .	2.68c per mile
Assistant Conductors . . . . .	2.15c per mile
Baggagemen . . . . .	1.55c per mile
Rear Trainmen (Flagmen) . . . . .	1.525c per mile
Brakemen . . . . .	1.50c per mile

*Minimum Allowance.*

ARTICLE B.—The minimum allowances for employes in both steam and electric passenger service for each day used shall be:

Conductors . . . . .	\$4.20 per day
Assistant Conductors . . . . .	3.35 per day
Baggagemen . . . . .	2.75 per day
Brakemen . . . . .	2.55 per day

exclusive of overtime.

Regularly assigned passenger train employes who are ready for service the entire month and who do not lay off on their own accord shall receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors . . . . .	\$125.00
Assistant Conductors . . . . .	100.00
Baggagemen . . . . .	75.00
Rear Trainmen (Flagmen) . . . . .	72.50
Brakemen . . . . .	70.00

*Overtime.*

ARTICLE C.—Passenger train employes on short turn-around runs, no single trip of which exceeds 80 miles, including suburban service, shall be paid overtime for all time actually on duty or held for duty in excess of 8 hours



(computed on each run from the time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours computed continuously from time first required to report to final release at end of last run. All other passenger train employes shall be paid for overtime on the basis of 20 miles per hour, computed from the time required to report for duty until released, and separately for each part of a round trip run.

Overtime in passenger train service shall be computed for each employe on the basis of actual overtime worked or held for duty, and at the following rates:

Conductors . . . . .	42c per hour
Assistant Conductors . . . . .	33c per hour
Baggagemen . . . . .	25c per hour
Rear Trainmen (Flagmen) . . . . .	24c per hour
Brakemen . . . . .	24c per hour

#### *Milk Trains.*

ARTICLE D.—The rates of pay of conductors and trainmen on milk trains shall be:

*Conductors.* Through milk trains between Binghamton and Hoboken, 2.10c per mile.

*Trainmen.* Through milk trains between Binghamton and Hoboken, \$75.00 per month.

*Trainmen.* Main line local milk trains, baggagemen's rates.

*Conductors.* Milk trains between Binghamton and Richfield Springs, 2.10c per mile.

*Trainmen.* Between Utica and Binghamton; Syracuse and Binghamton; and Richfield Springs and Binghamton, \$75.00 per month and an allowance of one day off in five.

#### *Branch Lines.*

Through freight rates will apply to all service on Sussex, Bangor & Portland, Lackawanna & Montrose, and Cincinnati Branches, and to freight service on Ithaca Branch.

#### *Re-adjustment of Runs.*

ARTICLE E.—Reduction in crews or increase of mileage in passenger train service shall not be made for the purpose of offsetting these increases in wages. This, however, is not to be understood as preventing re-adjustments of runs in short turn-around and suburban service, that are paid under minimum rules, for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews.

#### FREIGHT SERVICE.

##### *Through Freight Trains.*

ARTICLE F.—In through freight train service the standard rates of pay shall be:

Conductors . . . . .	3.63c per mile
Flagmen . . . . .	2.525c per mile
Brakemen . . . . .	2.42c per mile

Runs of less than 100 miles shall be paid as 100 miles; but the representatives of the company and of the employes may agree upon certain instances in which an individual employe or a crew, not having made 100 miles, may make two or more short runs in continuous service without being entitled to 100 miles allowance for each such trip.

*Way Freight, Pick-up, Roustabout and Mine Runs.*

ARTICLE G.—In local-freight, pick-up and drop service, including roustabout and mine runs, men shall be paid as follows:

Conductors . . . . .	\$3.975 per day
Flagmen . . . . .	2.80 per day
Brakemen . . . . .	2.70 per day

Mileage in excess of 100 miles in any day shall be paid for in addition, pro rata.

*Overtime.*

ARTICLE H.—In all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less, ten hours or less shall constitute a day's work; on runs of 100 miles or less overtime shall be paid for time in excess of 10 hours, and on runs of over 100 miles overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men shall begin at the time they are required to report for duty and do so report, and shall continue until they are relieved from duty at end of run.

Overtime shall be computed for each employe on the basis of actual overtime worked or held for duty, and be paid for at the rate of 10 miles per hour for the class of service performed.

*Hill, Work, Construction and Wreck Trains.*

ARTICLE I.—In hill, work, construction and wrecking train service, including ballast and filling service, men shall be paid through freight rates.

One hundred miles or less, ten hours or less shall constitute a day's work; overtime, computed for each employe on the basis of actual overtime worked or held for duty, pro rata.

*Continuation of Present Classification.*

ARTICLE J.—Runs or service in mixed train, mine run and pusher or helper service shall be continued in the present classifications.

*Deadheading.*

ARTICLE L.—Employes deadheading on passenger trains shall be paid one-half mileage rates for the class of service in which they are engaged, except that when the distance is fifty miles or less, one-fourth day shall be allowed. When the distance is over 50 miles and less than 100, one-half day shall be allowed. When deadheading on freight trains they shall be paid at full mileage rates for the class of service in which engaged. Trainmen running with light engine or with engine and caboose shall be paid through freight rates.

## YARD RATES.

ARTICLE N.—In Hoboken, Secaucus and Newark yards the rates of pay shall be:

Day Foremen .....	37c per hour
Day Helpers .....	34c per hour
Night Foremen .....	39c per hour
Night Helpers .....	36c per hour

In Paterson yard the rates of pay shall be:

Day Foremen .....	35c per hour
Day Helpers .....	32c per hour
Night Foremen .....	37c per hour
Night Helpers .....	34c per hour

## APPLICATION OF HOURS OF SERVICE LAW:

(a) Under the law limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip can not be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty, on a continuous trip, they shall be paid miles or hours, which ever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e), the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to work or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

## RULES.

*Allowance When Called and Not Used.*

1. Men who are called and report will be allowed 50 miles and stand first out.

*Doubling Hills.*

2. Actual mileage at regular rates will be paid for doubling hills.

*Learning the Road.*

3. No mileage will be allowed for learning the road or for being examined to run on another division, except when ordered by the company, when time will be paid at the rate of 100 miles per day in the class of service in which regularly employed, and not actual mileage.

*Runs Comprising Two Classes of Service.*

4. Runs comprising both freight and passenger or express will be paid on freight basis.

*Allowance When Held Away From Home.*

5. When conductors and trainmen in extra freight service are held at a terminal other than their home terminal for an engine or train, they will be allowed 25 miles for each six hours or fraction thereof so held after the expiration of eighteen hours.

*Unassigned Men — First In — First Out.*

6. Unassigned men will be run first in — first out on their respective divisions.

*Work Before or After a Run.*

7. Any work required before or after a run will be paid for at the same rate and under the same rule. In M. & E. Division suburban and local service mileage made during lay-over periods will be considered as separate from regular runs and paid schedule rates as per Article "A".

*Doubling Short Runs.*

8. A run of less than 100 miles which is allowed 100 miles, and the double of which is more than 100 miles, will be allowed actual mileage only when doubled; but when crews double for actual mileage they will be considered as continuously on duty during entire turn-around trip.

*Court Duty, Etc.*

9. Men temporarily engaged in business of the company outside the line of their regular duties, at court or otherwise, will be paid not less than their regular wages per day and necessary expenses while so engaged and will be returned to their home terminal for duty.

*Pilots.*

10. Trainmen acting as pilots or signing train orders will receive conductors' pay.

*Promotion.*

11. Seniority will be the rule for advancement or promotion in train service when merited by faithful discharge of duty, and when in the judgment of the Superintendent the employe has shown capacity for increased responsibility. The order of promotion will be as follows:

- (a) Trainmen (including baggagemen and ticket collectors) to be considered in one class; the line of promotion will be:
- (b) Trainmen to baggagemen, ticket collectors or freight conductors.
- (c) Freight conductors to milk train conductors or passenger train conductors.
- (d) Milk train conductors to passenger train conductors.

*Temporary Vacancies.*

12. A temporary vacancy of more than 15 days on preferred runs will be filled by the senior conductor or trainman if competent; less than 15 days by the first man who is competent.

*Vacancy Among Passenger Conductors.*

13. Vacancy among passenger conductors will be filled by giving the first regularly assigned extra passenger conductor a regular run; this is to apply to the M. & E. Division only.

*Applying for Two or More Vacancies.*

14. In case two or more runs or vacancies are advertised at the same time men may make application for any or all, stating their preference.

*Advertising Vacancies.*

15. Vacant runs will be advertised 10 days, beginning within 5 days from date of vacancy.

*Transfer Between Divisions.*

16. In case of a shortage of men on one division and a surplus on another division, the surplus will be transferred temporarily, as may be necessary to avoid hiring men, and they will not lose their rank on the division from which transferred.

*Rights of Transferred Men.*

17. A man going from one division to another permanently will be considered a new man on the division to which he goes and will lose his rank on the division which he leaves.

*Hiring Conductors.*

18. For every two trainmen promoted to conductors one conductor may be hired, provided there is no competent trainman in the service of five years' experience.

*In Reducing Force.*

19. In reducing the force the least competent men among the more recently employed may be permanently relieved or laid off as may be found

necessary. Regular men in the service who have been promoted will be set back on their respective divisions in the order of their promotion to the positions to which they are entitled.

20. When men do not make 2,600 miles per month in extra freight service, the more recently employed or promoted will be set back or placed on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

*Failure to Pass Examination.*

21. Trainmen failing to pass the first examination for conductor will be given a second examination after a reasonable time. If they fail again they may be relieved as incompetent.

*Rest Between Runs.*

22. Men shall not be called to go out until they have been permitted or required to take sufficient rest. After 16 consecutive hours on duty they will be required to take at least 10 hours' rest.

*Notification When Unable to Work.*

23. Men who are unable for any cause to perform service must send notice in ample time for other provisions to be made and avoid being called.

*Calling Men.*

24. Where callers are employed, men who live within a distance of one mile will be called a reasonable time before the leaving time of their train and a man called will sign his name and the time at which he was called. This will not apply to men assigned to regular passenger trains leaving between the hours of 7 A. M. and 11 P. M., nor to regular freight trains leaving between 7 A. M. and 10 P. M.

*Employment for Disabled Men.*

25. It is the policy of the management to find suitable employment for disabled employees, if practicable, when they can perform work that does not incur danger to themselves, other employees, the public, or the company's property.

*Service Certificates.*

26. All men who have been in the employ of the company for 90 days upon leaving the service or being relieved will be given a certificate, stating the time of service, in what capacity and cause of leaving, same to be approved and stamped by the proper officer.

*Investigations.*

27. No man will be dismissed without a fair and impartial investigation at which he may be present, and when desired he may call in a fellow employee to act as his counsel.

*Rosters.*

28. Rosters of the men on each division, giving the dates they entered the service of the company and the time of their promotion to their present posi-

tions, will be kept in convenient places for inspection by them; the same will be revised once a year and a copy placed in the hands of each local chairman.

*Changes in Lay-over From Home Terminal.*

29. When the lay-over of a run is changed from home terminal, it will be considered as a new run and advertised as such.

*Errors in Time Slips.*

30. When the service on a time slip is not allowed, the time slip will be returned to the man making it with reasons given in writing for not allowing it.

*Right of Appeal.*

31. The management accords to any and all employees the right to appeal to its highest officer.

T. E. CLARK,  
*General Superintendent.*

**CONDUCTORS, TRAINMEN AND YARDMEN, ERIE RAILROAD.**

[Agreement of Feb. 1, 1907, was printed in annual report for 1907, p. 416.]

*Rates of pay and rules for Conductors, Trainmen and Yardmen. Effective as specified.*

**RATES OF PAY.**

*Freight Service.*

June 1st, 1910, until July 1st, 1911, the following rates will be paid:

	Cents per mile.
Through freight:	
Conductors . . . . .	3 50
Brakemen . . . . .	2 35
See "Note" Mahoning Division.	
Way freight:	
Conductors . . . . .	3 90
Brakemen . . . . .	2 70
Pick-up:	
Conductors . . . . .	3 80
Brakemen . . . . .	2 60
Work train service (including wreck and construction):	
Conductors . . . . .	3 55
Brakemen . . . . .	2 42
Coal mine and yard service (Wyoming division and Toby branch):	
Conductors . . . . .	3 50
Brakemen . . . . .	2 45

NOTE.—The following exceptions will be made to Rule No. 2.

**ROCHESTER DIVISION.**

Attica Branch train 140 may be used Avon to Rochester or Mt. Morris and be paid continuous time.

Crew of train 136 will go to Canawangus for milk car on continuous time.

## MAHONING DIVISION.

Trains 176 and 177 between Cleveland and Meadville, via Mahoning Division, will be allowed 128 miles each way.

The above exception will be eliminated July 1st, 1911.

Effective July 1st, 1911, the following rates will be paid:

	Cents per mile.
Through freight (including work, wrecking, construction and ballast trains):	
Conductors . . . . .	3 63
Brakemen . . . . .	2 42
Way freight and pick-up:	
Conductors . . . . .	3 975
Brakemen . . . . .	2 70
Coal mine and yard service (Wyoming Division and Toby Branch):	
Conductors . . . . .	3 63
Brakemen . . . . .	2 52

NOTE.—Conductors and trainmen of milk trains, if now classed and paid as freight trains, shall receive the same increased rate as freight trains; and if classed and paid as passenger trains, will receive the same increase as passenger trains, and the apportionment of increase between now and September 1st, 1911, as applied to those two classes. The standard rates will apply on the dates specified.

## PASSENGER RATES.

Passenger train service, including electric service not otherwise specified herein on runs where

Conductor	makes 157 miles or over per day.
Baggageman	makes 177 miles or over per day.
Brakeman	makes 170 miles or over per day.

The following rates will be paid, effective June 1st, 1910:

	Cents per mile.
Conductors . . . . .	2 50
Baggagemen . . . . .	1 45
Flagmen . . . . .	1 42
Brakemen . . . . .	1 40

Effective September 1st, 1911, the following rates will be paid:

	Cents per mile.
Conductors . . . . .	2 68
Ticket collectors . . . . .	2 15
Baggagemen . . . . .	1 55
Flagmen . . . . .	1 525
Brakemen . . . . .	1 50



Main Line local passenger crews making less than the mileage specified above, will be paid the following rates, effective June 1st, 1910:

	Per day.
Conductors . . . . .	\$4 00
Baggagemen . . . . .	2 60
Flagmen . . . . .	2 50
Brakemen . . . . .	2 40

Effective September 1st, 1911, the following rates will be paid:

	Per day.
Conductors . . . . .	\$4 20
Ticket collectors . . . . .	3 35
Baggagemen . . . . .	2 75
Flagmen . . . . .	2 55
Brakemen . . . . .	2 55

Suburban passenger crews will be paid, effective June 1st, 1910:

	Per day.
Conductors . . . . .	\$4 10
Collectors (calendar working days) . . . . . per month	75 00
Baggagemen . . . . .	2 25
Brakemen, first year . . . . .	1 95
Brakemen, thereafter . . . . .	2 25

Effective September 1st, 1911, the rates will be as follows:

	Per day.
Conductors . . . . .	\$4 20
Collectors . . . . .	3 35
Baggagemen . . . . .	2 75
Brakemen . . . . .	2 55

#### BRANCH PASSENGER SERVICE.

Effective June 1st, 1910, the following rates will apply:

	Per day.
Conductors . . . . .	\$3 90
Baggagemen . . . . .	2 60
Flagmen . . . . .	2 50
Brakemen . . . . .	2 40

Effective September 1st, 1911, the following rates will be paid:

	Per day.
Conductors . . . . .	\$4 00
Baggagemen . . . . .	2 60
Flagmen . . . . .	2 50
Brakemen . . . . .	2 40

On a run of part freight and part passenger or part switching service, or vice versa, actual time or miles pro rata in each class of service will be allowed.

Overtime in passenger service will be paid pro rata rates. September 1st,

1911, overtime in Through and Local Passenger Service (not including branches) will be paid as follows:

Conductors . . . . .	42 cents per hour.
Collectors . . . . .	33 cents per hour.
Baggagemen . . . . .	25 cents per hour.
Flagmen . . . . .	24 cents per hour.
Brakemen . . . . .	24 cents per hour.

The foregoing passenger rates will apply over the entire Erie System, with the following exceptions:

#### NEW YORK DIVISION.

Port Jervis and Jersey City, round trip . . . . .	1 day.
Jersey City to Port Jervis (passenger) } . . . . .	{ $\frac{1}{2}$ day Pass. rate
Port Jervis to Jersey City (freight) } . . . . .	{ and 100 miles freight.
	Per month.

Conductors . . . . .	\$107 00
Baggagemen . . . . .	57 78
Brakemen . . . . .	53 50

September 1st, 1911, the Relief Crew will be taken off when regular passenger rates will be paid.

Middletown and Arden (passenger) round trip and freight service, allowance  $\frac{1}{2}$  day at passenger rates, plus actual time used in freight or switching service.

Trains 105, 114, 327 and Fullers Express,  $\frac{3}{4}$  day at passenger rates, plus 50 miles freight rates, the following rates to apply:

Conductor (passenger) . . . . .	\$3 85 per day.
Conductor (freight) . . . . .	3 20 cents per mile.
Baggagemen and brakemen (passenger) . . . . .	2 10 per day.
Brakemen (freight) . . . . .	2 15 cents per mile.

When the above combination runs are changed these allowances will be eliminated.

#### Milk Trains.

Jersey City and Port Jervis:

	Per day.
Conductors . . . . .	\$3 90
Brakemen . . . . .	2 50
Milk handlers . . . . .	2 20

Jersey City and Goshen:

	Per day.
Conductors . . . . .	\$3 60
Brakemen . . . . .	2 50
Milk handlers . . . . .	2 20

#### GREENWOOD LAKE DIVISION.

The following rates and time allowances will prevail until September 1st, 1910, and thereafter, until the regular suburban rates agreed upon equals or

exceeds the rates specified herein, with the understanding that regular rates effective September 1st, 1911, abrogates this exception:

	Per day.
Brakemen, first year.....	\$1 80
Brakemen, thereafter .....	2 10
Jersey City and Little Falls..... (3 round trips)	1-1/6 days.
Jersey City and Midvale..... (2 round trips)	1-1/6 days.
Jersey City and Sterling Forest..... (round trip)	1-1/6 days.
Jersey City and Little Falls..... (round trip)	1-1/6 days.
Jersey City and Midvale..... (round trip)	1-1/12 days.
Jersey City and Little Falls..... (round trip)	1-1/12 days.
Caldwell Branch .....	(10 round trips) 1-1/6 days.

Per day.

Conductors . . . . .	\$3 85
Baggagemen . . . . .	2 10
Brakemen, first year .....	1 80
Brakemen, thereafter .....	2 10
Jersey City and Midvale, passenger..... (round trip).	
Jersey City and West Orange, freight..... (round trip).	
Conductors . . . . .	1-1/12 days.
Trainmen . . . . .	1-1/6 days.
Jersey City and West Orange..... (round trip).	
Orange Branch .....	(5 round trips).
Conductors . . . . .	1-1/12 days.
Trainmen . . . . .	1-1/6 days.
Little Falls to Jersey City, freight.	
Jersey City and Little Falls, passenger..... (round trip).	
Jersey City to Little Falls, passenger.	
Conductors . . . . .	1-1/12 days.
Trainmen . . . . .	1-1/6 days.
Jersey City and West Orange..... (round trip)	
Orange branch .....	(11 round trips).
Conductors . . . . .	1-1/6 days.
Trainmen . . . . .	1-1/4 days.

NOTE.—On Saturday this crew runs 11 round trips on Orange Branch; conductor \$3.85, trainmen \$2.10, 1 day allowance.

#### *Sunday Trains.*

Jersey City and Midvale..... (round trip).	
Jersey City and Sterling Forest..... (round trip).	
Conductors . . . . .	1-1/6 days.
Trainmen . . . . .	1-1/3 days.
	Per day.
Brakemen, first year .....	\$1 80
Brakemen, thereafter .....	2 20
Jersey City and Midvale..... (2 round trips).	
Trainmen . . . . .	1-1/6 days.

Jersey City and Little Falls..... (3 Round Trips).

Trainmen . . . . . 1-1/6 days.

Jersey City and West Orange..... (Round Trip).

Orange Branch . . . . . (5 Round Trips).

Trainmen . . . . . 1-1/12 days.

*Piermont Branch Passenger.*

While this crew makes trip to Jersey City, suburban passenger rates will apply.

**DELAWARE DIVISION.**

Until September 1st, 1911.

Port Jervis and Binghamton:

Conductor . . . . . 1 day.

Trainmen . . . . . 1½ day.

Per month.

Conductors . . . . . \$107 00

Per day.

Baggagemen . . . . . \$2 03

Flagmen . . . . . 2 03

Brakemen . . . . . 1 93

*Milk Trains.*

Per day.

Conductors . . . . . \$3 90

Flagmen . . . . . 2 50

Brakemen . . . . . 2 40

Honesdale Branch passenger run will be paid local main line passenger rates.

**WYOMING DIVISION.**

Local main line passenger rates will apply.

**JEFFERSON DIVISION.**

Local main line passenger rates will apply.

**TIOGA DIVISION.**

Branch line passenger rates will apply.

**ROCHESTER DIVISION.**

Division runs will be paid local main line passenger rates.

Avon and Buffalo runs will be paid main line local passenger rates.

**BUFFALO DIVISION.**

Conductors . . . . . \$107 00 per month.

Baggagemen . . . . . 65 00 per month.

Flagmen . . . . . 63 00 per month.

Brakemen . . . . . 60 00 per month.

Buffalo and Hornell . . . . . (round trip) 1 day.

Relief crew to relieve two crews on Niagara Falls Branch one day per month, the understanding is that two Niagara Falls Branch crews will lay off one day per month without pay and relief crew will perform the service at their regular monthly rate. This to continue until September 1st, 1911, when relief crew will be eliminated and standard rates and rules will apply on Buffalo Division.

Buffalo and Attica runs will be paid local main line passenger rates.

Niagara Falls Branch runs will be paid branch line passenger rates.

Buffalo and Southwestern runs will be paid local main line passenger rates.

#### ALLEGHENY DIVISION.

Conductors . . . . .	\$120 00 per month.
Baggagemen . . . . .	78 00 per month.
Flagmen . . . . .	75 00 per month.
Three crews will run trains 9, 28, 5 and 6 in turn at the above rate.	

When conditions require a change in the service, the above rates will be eliminated and standard rates apply.

#### BRADFORD DIVISION.

Bradford and Salamanca..... (4 round trips) 1-4/10 days.

Conductors . . . . .	\$3 70 per day.
Baggagemen . . . . .	2 03 per day.
Flagmen . . . . .	2 03 per day.
Brakemen . . . . .	1 93 per day.

Sunday passenger service between Bradford and Salamanca to remain as at present, i. e.:

Two trips steam service, allowance..... 7/10 days.

Conductors . . . . .	\$3 70 per day.
Baggagemen . . . . .	2 03 per day.
Brakemen . . . . .	2 03 per day.

Three trips Motor Car, allowance..... 1-3/80 days.

Conductors . . . . .	\$3 70 per day.
Baggagemen . . . . .	2 03 per day.

When conditions require a change in the service, the above exception will be eliminated and standard rates will prevail.

#### MEADVILLE DIVISION.

Meadville, Bradford or Johnsonburg (each way)..... 1 day.

Meadville and Oil City (return)..... ½ day.

Meadville and Oil City (return) (remaining over night at Oil City) . . . . . 1 day.

Shenango and Leavittsburg (round trip) (switch at Warren).... 1 day.

\*Salamanca and Cleveland trains 5 and 6..... 1½ days.

\*Trainmen run Salamanca and Youngstown (round trip) 2 days.

Per day.

Conductors . . . . .	\$4 44
Baggagemen . . . . .	2 62
Flagmen . . . . .	2 50
Brakemen . . . . .	2 40

September 1st, 1911, Flagmen and Brakemen will receive \$2.55 and Baggage-men \$2.75 per day.

When conditions require a change in the service, the above rates and allowances will be eliminated and standard rates will be paid.

MAHONING DIVISION.		Per day.
Conductors . . . . .		\$4 20
Baggagemen . . . . .		2 62
Flagmen . . . . .		2 50
Brakemen . . . . .		2 40

Brakemen will be allowed actual time at Flagmen's rate under overtime rule for following engines at Cleveland and Youngstown.

Ferrona to Sharpville to Cleveland to Ferrona:		Per day.
Conductors . . . . .		\$4 20
Baggagemen . . . . .		2 62
Brakemen . . . . .		2 40
Allowance . . . . .		1½ days.
Scranton Avenue Pilot. . . . .	\$2.65 per day of 10 hours.	

When conditions require a change in the service, the above exceptions will be eliminated and standard rates will apply.

#### CHICAGO AND ERIE.

##### Local Passenger rates:

Conductors . . . . .	2.85 cents per mile.
Baggagemen . . . . .	1.65 cents per mile.
Brakemen . . . . .	1.50 cents per mile.

#### NEW YORK DIVISION.

1. There shall be a stated number of the oldest extra Freight Conductors set aside to do all the extra freight running. No more men will be set aside for this service than will be able to make the mileage specified in the rules.

2. Extra Conductors and extra Brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This rule does not apply in cases where a man is deadheaded to fill a run temporarily.

3. When at any time an extra Conductor is required and none of the regular extra Conductors is available for any reason, the oldest extra Conductor available who is working as Brakeman will be used, except that where an extra Conductor is working as Brakeman on the train he will be used.

4. In Passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

5. Two men on each milk train crew will be classed as Freight Brakemen. The men in charge of milk cans will be classed as Milk Handlers, will be carried on a separate roster and will have no rights as Passenger or Freight Brakemen.

6. Crews taking trains from Bergen to Weehawken, when going to Weehawken for westbound trains, will be allowed ten miles in addition to the

trip allowance. If overtime is made on the trip these ten miles will be deducted therefrom.

7. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of fifteen days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for dead-heading to take such position will not be allowed.

8. Regular assigned crews will not be used for extra work when suitable extra crews are available.

#### GREENWOOD LAKE DIVISION.

1. When a Conductor's regular position is temporarily vacant, it will, after the expiration of fifteen days, be given to the oldest Conductor or Trainman applying therefor. Pay for deadheading to take such position will not be allowed.

2. In Passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

3. Regular assigned crews will not be used for extra work when suitable extra crews are available.

#### NORTHERN RAILROAD OF NEW JERSEY.

1. When a Trainman or Conductor is absent after a period of fifteen days, the oldest Conductor or Trainman making application for such vacancy will receive it and hold the position until the regular man returns.

2. In Passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### DELAWARE DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of fifteen days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for dead-heading to take such position will not be allowed.

2. Through freight crews, required to put coal on coal docks, or chutes, will be allowed one hour overtime, or more if made, for this service, which will be deducted from the total overtime made on the trip.

3. Extra Conductors and extra Brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This does not apply in cases where a man is dead-headed to fill a run temporarily.

4. When an extra Conductor is required, and none of the regular extra Conductors is available, for any reason, the oldest extra Conductor available who is working as Brakeman will be used, except where an extra Conductor is working as Brakeman on the train he will be used.

5. Regular assigned crews will not be used for extra work unless no other crews are available.

6. In Passenger service, crews on special or excursion trains, if on duty

six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### WYOMING DIVISION.

1. When necessary to double hills with freight trains, crews will receive actual mileage for such doubling.

2. Mileage will not be allowed freight train crews for any necessary switching in connection with making up or putting away their trains.

3. Trainmen called or marked out on board who report will be allowed twenty-five miles or a quarter of a day; if any mileage is made they will be allowed fifty miles, or half a day, and coal mine, yard and work crews in service between five hours and thirty minutes and ten hours will be allowed one day. When worktrain crews are required to move their trains at night after having completed the day, and work pertaining thereto, they will be paid actual mileage at freight train rates for such movements.

4. Time of freight crews will commence at time shown as departing time on board, and will end at the time designated on the Conductor's register as arriving time at the end of the run.

5. Freight Conductors or Brakemen handling regular passenger trains will be paid passenger train rates, and for handling special trains or empty passenger train equipment they will be paid freight train rates.

6. Mileage will be computed according to mileage shown on current time table, except as covered by scheduled runs.

7. No promoted man shall rank as a Conductor, or be considered promoted, until he has actually served as a Conductor for thirty days, and he will then be dated and rank thirty days prior to the date on which he completes his thirty days' actual service.

8. Train and yard work will not be distinct classes of service.

#### JEFFERSON DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will after the expiration of fifteen days be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

2. Through freight crews required to put coal on coal docks or chutes will be allowed one hour overtime, or more, if made for this service, which shall be deducted from the total overtime made on the trip.

3. Regular assigned crews will not be used for extra work unless no other crews are available.

4. In Passenger service crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### SUSQUEHANNA DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of seven days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.



2. There will be a stated number of the oldest extra freight Conductors set aside to do all the extra freight running, strict seniority to prevail. No more men will be set aside for this service than will be able to make the mileage specified in the rules. When at any time an extra Conductor is required and none of the regular extra Conductors are available for any reason, the oldest extra Conductor available who is working as Brakeman will be used except that where an extra Conductor is working as Brakeman on the train he will be used.

3. Extra Conductors and extra Brakemen will do all extra running and braking according to their respective class of work on their division. Men will not be deadheaded to comply with this rule.

4. In Passenger service crews on special or excursion trains, if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### TIOGA DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of four days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

#### ROCHESTER DIVISION.

1. In Passenger service crews on special or excursion trains, if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

2. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of five days, be given to the oldest Conductor or Trainman, applying therefor. Pay for deadheading to take such position will not be allowed.

3. Through freight crews required to do yard work or switching on arrival at Rochester, will be allowed ten miles per hour in addition to their time allowance. If overtime is made, this is to be deducted.

#### ALLEGHENY DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of ten days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

2. In Passenger service, crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule to apply to all runs which have no specified time allowance.

3. A stated number of the oldest extra freight Conductors will be set aside to do all the extra freight running; strict seniority to prevail. No more men will be set aside for this service than will be able to make the mileage specified in the rules. When at any time an extra Conductor is required and none of

the regular extra Conductors is available, the oldest extra Conductor available who is working as Brakeman will be used, except that where an extra Conductor is working as Brakeman on the train he shall be used.

4. When a regular extra Conductor lays off or is absent, the oldest extra Conductor available will be put in his place to fill any vacancy immediately after the regular extra Conductors ahead of him have been called. The regular extra Conductor who laid off or is absent will not be allowed to resume work until the Conductor in his place has completed the trip, and will then go out where his substitute comes in.

5. When a vacancy occurs on a regular passenger train, the oldest available extra passenger Conductor or Trainman due to go out the day and date the vacancy has occurred shall take the run in accordance with the time limit.

6. When an extra passenger crew is required at either end of the division on an extra passenger train, the first extra passenger crew out will be used after extra passenger crews that have already been called. No extra passenger crew will be held in for this work unless it is the only available extra passenger crew.

#### BRADFORD DIVISION.

1. Through freight crews putting up coal on coal docks or chutes shall be allowed one hour overtime, and additional overtime if made, computed under the general rule. If overtime is made on the trip it is to be deducted therefrom.

2. Crews will not be tied up at Johnsonburg or Brockwayville.

3. In Passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### BUFFALO DIVISION.

1. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after expiration of ten days be given to the oldest Conductor or Trainman applying therefor. Pay for deadheading to take such position will not be allowed.

2. In Passenger service, crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

#### MEADVILLE DIVISION.

1. Extra Conductors and extra Trainmen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn.

2. When a Conductor's or Trainman's regular position is temporarily vacant, it will, after the expiration of four days, be given to the oldest Conductor or Trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

3. Passenger Trainmen will not be required to detach engines from their

trains, or uncouple air, whistle or steam hose at points where other men are stationed for that purpose.

4. At Salamanca, Meadville and Kent, inspectors will be stationed to assist in coupling hose and testing the air brakes.

5. There will be a stated number of the oldest extra Conductors set aside to do the extra freight running. When, at any time, one of these Conductors is needed and not available by reason of absence or on duty, the oldest available extra Conductor braking will be used. Men will not be deadheaded to fill vacancies under this rule.

#### MAHONING DIVISION.

1. Passenger Trainmen will not be required to detach engines from their trains, or uncouple air, whistle or steam hose at points where other men are stationed for that purpose.

2. At Cleveland and Brier Hill Inspectors will be stationed to assist in coupling hose and testing the air brakes.

3. Crews working at Girard, Warren or on similar runs, not having full day's work, may be required to make short trips between nearby points as part of the day's work under the general rule.

#### CINCINNATI DIVISION.

1. There shall be a stated number of the oldest extra Conductors set aside to do the extra freight running. When, at any time, one of these Conductors is needed and not available by reason of absence or on duty, the oldest available extra Conductor braking will be used. Men will not be deadheaded to fill vacancies under this rule.

2. Vacancies on assigned runs of Conductors or Trainmen will be filled as follows: If the man who is entitled to such a run is not available, or does not desire it, the vacancy will be filled by the oldest extra man available. This man to hold such run for a period of two round trips, then any man entitled to the vacancy may receive it.

3. Through freight crews required to put coal on Silver Creek coal chutes will be allowed overtime for this service, which shall be deducted from the total overtime made on the trip.

4. Passenger crews will be allowed one and one-fourth days for a round trip between Kent and Marion Junction. Between Kent and Galion one-half day each way.

The following rates to apply:

Per day.

Conductors . . . . .	\$4 65
Baggagemen . . . . .	2 75
Flagmen . . . . .	2 48
Brakemen . . . . .	2 35

September 1st, 1911, the above rule will be eliminated and standard rates apply.

#### CHICAGO AND ERIE.

1. When a Conductor or Trainman on a regular assigned run is absent the oldest Conductor or Trainman will receive same if requested.

2. Through freight crews putting up coal on the coal docks at Spencerville or North Judson will be allowed one hour's pay for such service; if the work

consumes more than one hour actual time will be allowed, but if overtime is made on the trip the time allowed for the above service will be deducted.

3. At Chicago, Huntington and Marion Junction Car Inspectors will detach engines from passenger trains.

4. There shall be a stated number of the oldest extra Conductors set aside to do the extra freight running. When one of these Conductors is needed and cannot be had by reason of absence or being on duty the oldest available Conductor will be used. No deadheading to fill vacancies.

5. Extra Conductors and extra Brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This rule does not apply to runs where a man has to be deadheaded to fill a run temporarily.

6. Crews making short passenger runs will be paid the local passenger rates. The minimum allowance for five hours and thirty minutes' service will be \$2.00 for Conductors, \$1.30 for Baggage-men and \$1.20 for Brakemen, and for over five hours and thirty minutes \$4.00 for Conductors, \$2.60 for Baggage-men and \$2.40 for Brakemen.

September 1st, 1911, the above rates will be, for five hours and thirty minutes' service, Conductors \$2.10, Baggage-men \$1.37, Brakemen \$1.27; over five hours and thirty minutes, Conductors \$4.20, Baggage-men \$2.75 and Brakemen \$2.55.

7. Freight Brakemen will be allowed pay for one hour for taking engine to the roundhouse at Fifty-first Street, Chicago.

#### GENERAL RULES.

1. The following rates of pay and general rules will apply alike to all territory covered in this schedule (except where otherwise specially mentioned) and will take effect as specified.

The term "Trainmen" as used herein applies to Flagmen, Baggage-men and Brakemen.

2. (a) Except as specified, all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less or ten hours or less shall constitute a day's work. On runs of 100 miles or less overtime shall be paid for time in excess of ten hours, and on runs of over 100 miles overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of ten miles per hour.

(b) Crews having completed their trip either straight-away or turn-around over their respective divisions or territory shall not be required to make any short run in connection with such trip. This not to apply to crews that have been called for one or more short trips. If a short trip is made preceding a regular trip either straight-away or turn-around over a division, the miles or hours, whichever is greater, will be paid in addition to the regular allowance for trip.

3. Overtime shall be computed for each employee on the basis of actual overtime worked or held for duty, and be paid for at the rate of ten miles per hour for the class of service performed.

4. Passenger train employees on short turn-around runs, no single trip of which exceeds eighty miles, including suburban service, shall be paid overtime for all time actually on duty, or held for duty in excess of eight hours (com-

puted on each run from the time required to report to duty to end of that run) within twelve consecutive hours; and also for all time in excess of twelve consecutive hours computed continuously from time first required to report to final release at end of last run. All other passenger train employees shall be paid for overtime on basis of twenty miles per hour, computed from the time required to report for duty until released, and separately for each part of a round-trip run.

NOTE.—In suburban passenger service overtime will be allowed after twelve hours of actual service until September 1st, 1910.

5. (a) Road crews will not be required to coal engines by hand, except in case of emergency, and when such work is necessary actual time will be allowed.

(b) Trainmen will not be required to shovel down coal for firemen while on the road or at terminal points.

(c) Time allowance under this rule will not be deducted when overtime is made.

6. Crews will not be held between terminals except under overtime rules.

7. Conductors and Trainmen will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the Company. If no time is lost they will be paid 100 miles or one day, for each calendar day, and necessary expenses will be paid while away from home.

8. Extra mileage will be allowed for doubling hills, going for water outside water station limits, or for coal, on a single trip or a combination of single trips when the actual mileage, including the extra mileage, exceeds 100 miles.

9. When regularly assigned or rounds freight crews are called for special passenger service and lose the opportunity for making their freight trip thereby, they shall be paid for such service not less than the freight trip allowance for the run which they lost. If no freight time is lost, passenger allowance will be paid in accordance with rates and time allowances in effect on the division or territory covered.

10. Conductors or Trainmen called upon to do wrecking or construction service, when upon their regular trips if detained thereby, will receive actual time for such service. If overtime is made this time is to be deducted therefrom.

11. Trainmen called to work extra in switchtender's position will receive their regular rate of pay for that work.

12. Conductors and Trainmen acting as pilots will be paid Conductor's through freight rate, and Trainmen acting as Flagmen on engines running light will be paid Trainmen's through freight rate.

13. (a) In deadheading crews or men over the road, the first crew or men out behind those already called for service will deadhead, provided the crew which stands to run the train has had sufficient rest. Rights will follow the Conductor.

(b) Men deadheading with their cabooses or on any freight train will be allowed full trip rates, and when deadheading on passenger trains will be allowed one-half freight trip rates.

14. A train run for the purpose of doing local work, such as picking up

or setting off cars, or doing switching at local stations, shall be classed as a pick-up.

15. Conductors and Trainmen held at a point away from their home terminal for an engine or engine crew will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

16. Conductors and Trainmen will not be suspended (except suspension pending investigation), discharged, or have record entered against them without a hearing and full investigation, which will be given promptly. They may have present during such investigation any actual witness of the occurrence under investigation, except discharged employees, and when found blameless shall receive full pay for the time lost. The right of appeal to any superior officer is conceded.

17. Whenever unassigned crews and regular extra Conductors do not make approximately 3,000 miles per month, the youngest crew or Conductor in the service will be taken off so that those remaining will make the above mileage. Men shall be reduced according to seniority.

18. Reductions in crews or increases of mileage in passenger train service shall not be made for the purpose of offsetting these increases in wages. This, however, is not to be understood as preventing readjustment of runs in short turn-around and suburban service, that are paid under minimum rules, for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews.

19. Qualifications being equal, seniority will prevail over the entire system, except as otherwise provided herein.

20. The Company reserves the right to give employment to such persons as it may deem desirable and expedient, but in so doing will, so far as practicable and consistent, give preference to men of experience whose records are such as to commend them.

21. Yard work and road work will be two distinct classes of service, except as to the position of Yardmaster. If a road man accepts a regular position in a yard, except that of Yardmaster, he forfeits all road rights.

22. Positions of Conductors and Trainmen on regular passenger and freight trains are advertisable and will be bulletined for a period of five days. Vacancies will be filled by seniority in accordance with the roster, provided that the applicants are thoroughly qualified for such positions. Vacancies in baggage cars will be filled from the oldest passenger trainmen except on the New York and Greenwood Lake Division and Northern Railroad of New Jersey.

23. A correct record will be kept of the men on their respective divisions in the train service of the time of entering the service and the change from freight to passenger, and vice versa. Conductors' and Trainmen's rosters will be displayed at Trainmaster's Office.

24. All crews assigned to the same service will run first in first out on their respective divisions, except way freight crews and crews assigned to regular runs.

25. On each division there shall be designated a suitable number of the oldest Freight Conductors and Trainmen to do the extra passenger work at the rates of wages in effect on their respective divisions. This does not apply to Trainmen on the New York Division. Men who are called for and decline this extra work forfeit their rights to it to men younger in the service who do accept.

26. A candidate for promotion to Conductor in the regular line, that is, following the last Conductor promoted will be given ten days' notice in order to prepare himself; failing to pass the first examination, he will be allowed thirty days to further prepare himself; if he then passes the examination he will be the senior of any newer employee who may have been promoted in the meantime; failing to pass, or if he declines examination, he drops back as the youngest brakeman on the rounds and can only come up again in his turn. Should a candidate think his examination unfair he has the right to appeal to the Superintendent for a personal examination.

This rule does not affect men in the service prior to May 10th, 1903, who have failed to pass examinations, or who were entitled to be called up for examination by reason of their term of service.

27. Passenger Trainmen will be eligible to become Freight Conductors, provided, however, they shall have served at least two years in freight train service on their own division, six months of which shall be immediately preceding their examination for promotion. They will not take precedence over men who have already passed their examinations for promotion. This does not apply to the New York Division, Northern Railroad of New Jersey and New York and Greenwood Lake Division.

28. All committees of Conductors and Trainmen will be granted leave of absence as soon as possible after it is applied for, when they wish to present any matters to an officer of the Company.

29. (a) Conductors and Trainmen will be called as nearly as possible one hour and thirty minutes before the leaving time of their train and will be furnished calling cards or books, in which will be designated the time the men are required to report for duty. The working time of the men shall begin at the time they are required to report for duty, and do so report, and shall continue until they are relieved from duty at end of run. This rule shall not be construed as implying that the Company agrees to make any provision for calling Conductors or Trainmen who live an unreasonable distance from the yard office.

NOTE.—Until January 1st, 1911, the time designated on the card or book as the leaving time of the train shall be the time from which time allowance is to be computed.

(b) Conductors will be notified in writing when time is not allowed as per time slip and the reason therefor.

30. When Conductors and Trainmen leave the service of the Company, voluntarily, they shall not be reinstated.

31. Trainmen will not be required to turn engines at points where men are provided for that purpose.

32. Conductors and Trainmen on regular runs will be at liberty on arrival at either terminal point. It is understood that when notified on arrival from their run that they may be wanted for special service before their regular time for going out, they shall not absent themselves from their houses or boarding places without keeping the Superintendent advised where they can be found.

33. Conductors and Trainmen shall be entitled to ten hours' rest on arrival at a terminal after sixteen hours of continuous service, except in case of emergency and will notify the Superintendent, Trainmaster or Yardmaster on arrival at a terminal that such rest is required. Conductors and Trainmen

who are entitled to rest shall not be disturbed by calling until the expiration of the time specified for rest.

*"Application of Hours of Service Laws."*

34. (a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(c) When employees in train service are tied up between terminals under the law they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) Continuous trip will cover the movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit train and engine crews to run through terminals unless such practice is permitted under the schedule.

(f) Employees in train service tied up for rest under the law, and then towed or deadheaded into terminal with or without engine or caboose, will be paid therefor as per section "e" the same as if they had run the train to such terminal.

(g) Employees in train service tied up in obedience of law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law and then be permitted to work ten hours, or paid therefor.

35. Conductors and Trainmen leaving the service, either discharged or of their own account, will be furnished a card signed by the Superintendent, with stamp or seal of office, stating their term of service and the cause of leaving.

36. When Conductors and Trainmen are called for duty and not needed, they will, if not held more than five hours before being relieved, receive fifty miles, or one-half day, and stand first out; when held over five hours, they will receive one hundred miles or one day, and go to the foot of the list behind all crews in at that terminal. In case the crew is held on duty and assigned to another train, the trip and time allowance will be based from the time first called.

37. All questions taken before the Officers by the Conductors or Trainmen will be answered in writing if so desired.



This agreement will be in effect from dates specified and will remain in force until October 1st, 1911, and will continue after that date until either party gives thirty (30) days' notice in writing to the other of any change desired.

J. C. STUART,  
*Vice-President.*

Accepted for Conductors:

T. WELCH.

Accepted for Trainmen:

JAMES HURLBUT.

#### GENERAL YARD RULES.

1. The following rates of pay and general rules will apply alike to all territory covered in this schedule, except where otherwise specially mentioned, and will take effect as specified.

2. Qualifications being equal, seniority will prevail over the entire system, except as otherwise provided herein.

3. Ten hours or less shall constitute a day's work; overtime computed for each employee on the basis of actual overtime worked, or held for duty, pro rata.

4. The Company reserves the right to give employment to such persons as it may deem desirable or expedient, but in doing so will, so far as practicable and consistent, give preference to men of experience whose records are such as to commend them.

5. Yard work and road work are distinct classes of service, except as to the position of Yardmaster. When a Yardman accepts a regular road position he forfeits his yard rights. The Company will promote Yardmen to the position of Yardmaster, when they are deemed competent. A Yardman promoted to Yardmaster will retain his rights in the yard from which he was promoted.

6. Yardmen will not be suspended (except pending investigation), discharged or have record entered against them without a hearing and full investigation, which will be given promptly. They may have present during such investigation any actual witnesses of the occurrence under investigation, except discharged employees, and when found blameless will receive full pay for the time lost. The right to appeal to any superior officer is conceded.

7. All committees of Yardmen will be granted leave of absence as soon as possible, after it is applied for, when they wish to present any matters to an officer of the Company.

8. Positions of Yard Conductors and Yard Brakemen are advertisable, and will be bulletined for a period of five (5) days. Positions will be advertised immediately after vacancies occur. Vacancies will be filled by seniority in accordance with the roster, provided that the applicants are thoroughly qualified for such positions.

9. Yard crews will not be required to coal or sand engines by hand, at points where there are men provided for that purpose, except in case of emergency.

10. The Company will endeavor to find suitable employment for any of its Yardmen who may become crippled in the discharge of their duty.

11. When a Conductor or Brakeman is absent, after a period of ten days,

the oldest Conductor or Brakeman making application for the vacancy will receive and hold it until the regular man returns.

12. When Yardmen voluntarily leave the service of the Company they shall not be reinstated.

13. When Yardmen are called upon to attend Court or any other business at the request of the Company, they will be paid their regular rates of pay per day, and when called to leave home necessary expenses will be paid.

14. Yardmen are not required to turn engines at points where there are men provided for that purpose, except in case of emergency.

15. A correct record will be kept of the men in their respective yards of the time of entering the service, the time of promotion from Brakeman to Conductor and the time of waiving any rights. Yardmen's roster will be displayed in the Yardmaster's office.

16. Yardmen will work on a permanent day and night basis except where a trick is arranged which necessitates commencing at some intermediate time. It is understood that where a crew works half day and half night it will be classed as a night crew.

17. Yardmen working nights will not be called for the purpose of investigation, until they have had time for at least eight hours' rest.

18. Yardmen leaving the service, either discharged or of their own account, will be furnished a card signed by Superintendent, with stamp or seal of office, stating their term of service and the cause of leaving.

19. Yardmen will not be required to work more than one day with engines not equipped with foot-boards and hand-rails, both front and rear.

20. Yard crews will be allowed one specified hour for noon and midnight meal, being relieved for this purpose between the hours of 11 A. M. and 12.30 P. M. for day crews, and between the hours of 11 P. M. and 12.30 A. M. for night crews. If not relieved for meals until the expiration of thirty minutes after the beginning of the specified hour, pay for one extra hour will be allowed and the crew will be allowed thirty minutes for their meals. No crew to continue in service more than seven hours without their meals, except crews of transfer engines, who will be allowed their meal immediately on return.

21. All communications from committees will be answered in writing within a reasonable time, except it is not advisable to do so.

22. Regular Yardmen called to work extra in switchtender's position will receive their regular rate of pay for such work.

23. Yardmen will not have rights outside of their respective yards except when yards are abolished; men so affected will take senior rights on the extra list in other yards on the respective divisions.

24. Yardmen waiving their rights for promotion to Conductors when called upon, fall behind all men promoted to Conductors on the occasion, and take no precedence over men so promoted for positions to Conductors when they do avail themselves of promotion, but lose no rights as Yard Brakemen. Conductors already promoted may resign their rights as Conductors and continue to hold their rights as Brakemen, but if again promoted will take no precedence over men promoted to Conductors in the meantime.

25. Yardmen used for piloting service will receive yard Conductor's rate, with the understanding that double pay will not be allowed and that the service is continuous where a Yardman is taken off a crew to act as pilot.

26. Yardmen assigned to duty will be allowed one day.

NOTE.—In Jersey City, Bergen and Weehawken Yards, extra Yardmen assigned to duty will be allowed five hours for one-half day or less, and one day for more than five hours. Other conditions remain unchanged.

These rules and rates of pay will be effective June 1st, 1910, and will continue until October 1st, 1911, and thereafter until the expiration of thirty days' notice in writing from either party to the other of any change desired.

J. C. STUART,  
Vice-President.

Accepted for the Yardmen:

JAMES HURLBUT.

Effective June 1st, 1910, the following rates will be paid:

	CONDUCTORS.		BRAKEMEN.	
	Day Per hour.	Night Per hour.	Day Per hour.	Night Per hour.
Jersey City.....	\$0 37	\$0 39	\$0 34	\$0 36
Bergen.....				
Weehawken.....				
Buffalo.....				
Black Rock.....				
Cleveland.....				
Youngstown.....				
Niles.....				
Leetonia.....				
Ferrona.....				
Randall.....	35	37	32	34
Meadville.....				
Kent.....				
New Castle.....				
Akron.....				
Dayton.....				
Marion.....				
Galion.....				
Huntington.....				
Lima.....	32	34	29	31
Port Jarvis.....				
Susquehanna.....				
Hornell.....				
Salamanca.....				
Oil City.....				
Newark.....				
Paterson.....				
Dundee.....				
Binghamton.....	30	32	27	29
Waverly.....				
Elmira.....				
Corning.....				
Bradford.....				
Jamestown.....				
Twenty-eighth street.....				
Suspension Bridge.....				
North Tonawanda.....				
Middletown.....				
Carbondale.....				
Rochester.....				
Avon.....				
Olean.....				
Wellsville.....				
Dunkirk.....				
Johnsonburg.....				
Newburgh.....				
Hawley.....				
Deposit.....				
Mansfield.....				

Effective July 1st, 1911, the following rates will be paid:

	CONDUCTORS.		BRAKEMEN.	
	Day Per hour.	Night Per hour.	Day Per hour.	Night Per hour.
Jersey City .....	\$0 37	\$0 39	\$0 34	\$0 36
Bergen .....				
Weehawken .....				
Buffalo .....				
Black Rock .....				
Cleveland .....				
Youngstown .....				
Niles .....				
Leetonia .....				
Ferrona .....				
Randall .....				
Suspension Bridge .....				
Dayton .....				
Akron .....				
Lima .....				
Newark .....	36	38	33	35
Paterson .....				
Dundee .....				
Binghamton .....				
Elmira .....				
Corning .....				
Bradford .....				
Jamesstown .....				
Twenty-eighth street .....				
North Tonawanda .....				
Meadville .....				
Kent .....				
Marion .....				
Galion .....				
Huntington .....				
Port Jervis .....	36	38	33	35
Susquehanna .....				
Hornell .....				
Salamanca .....				
Carbondale .....				
New Castle .....				
Oil City .....				
Waverly .....				
Middletown .....				
Rochester .....				
Avon .....				
Olean .....				
Wellsville .....				
Dunkirk .....				
Johnsonburg .....				
Newburgh .....	35	37	32	34
Hawley .....				
Deposit .....				
Mansfield .....				

**CONDUCTORS AND BRAKEMEN, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.**

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 439.]

*Effective April 1, 1910.*

**PASSENGER SERVICE.**

ARTICLE 1. In all passenger train service not otherwise specified herein, the rates of pay shall be:

Conductors . . . . .	2.68 cents per mile.
Baggagemen . . . . .	1.55 cents per mile.
Joint Baggage and Express Men . . . . .	1.65 cents per mile.
Brakemen . . . . .	1.50 cents per mile.

NOTE: The Joint Baggage and Express Rate of Pay to apply only when express business is handled by the baggageman and he otherwise receives no additional compensation therefor.

ARTICLE 2. On the following Branch Line Runs: Toledo and Detroit; Adrian and Monroe; Fort Wayne and Jackson; Jackson and Toledo; Jackson and Adrian; Hillsdale and Ypsilanti; Hillsdale and Lansing; Hillsdale and Detroit; Elkhart and Grand Rapids; and Goshen and Michigan, conductors, baggagemen and brakemen shall be paid the following rates per day for each day used:

Conductors . . . . .	\$4.20 per day.
Baggagemen . . . . .	2.75 per day.
Brakemen . . . . .	2.55 per day.

On the Branch line runs above specified, no overtime allowance will apply, except on the Goshen and Michigan Branch, where overtime will be allowed after twelve (12) hours at 35 cents per hour for conductors and 25 cents per hour for baggagemen and brakemen.

Above to apply while working conditions at date of this schedule are not changed to disadvantage of the men.

ARTICLE 3. In Chicago Suburban Service the minimum allowance for each day used shall be:

Conductors . . . . .	\$4.20 per day.
Baggagemen and Collectors . . . . .	2.75 per day.
Brakemen . . . . .	2.55 per day.

Exclusive of overtime.

ARTICLE 4. In all passenger train service, except the Branch Line Runs named in Article 2, regularly assigned employees who are ready for service the entire month and who do not lay off of their own accord, shall receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors . . . . .	\$125.00 per month.
Baggagemen . . . . .	75.00 per month.
Joint Baggagemen and Express Men . . . . .	79.00 per month.
Brakemen . . . . .	70.00 per month.

Collectors in Chicago Suburban Service shall receive the minimum stated for baggagemen.

NOTE: In the application of the minimum allowances herein named, it is understood that when an employee attached to such a run does not remain in

service throughout the entire month, his pay shall be computed pro rata on the basis of such minimum, and the individual who thus relieves him shall receive that compensation which the regular man loses. The extra man dead-heading to cover temporary vacancy on these protected runs will be allowed actual miles for deadheading in addition to pay for trips run.

When Branch Runs are annulled regularly assigned men not used will receive full pay for time lost.

ARTICLE 5. Except as otherwise specified herein, passenger train employes on short turn-around runs, no single trip of which exceeds eighty (80) miles, including suburban service, shall be paid overtime for all time, actually on duty or held for duty, in excess of eight (8) hours, (computed on each run from the time required to report for duty to the end of that run) within twelve (12) consecutive hours; and also for all time in excess of twelve (12) consecutive hours, computed continuously from the time first required to report to final release at end of run.

All other passenger train employes except as noted under Article 2, shall be paid for overtime on the basis of twenty (20) miles per hour, computed from the time required to report for duty until released, and separately for each part of a round trip run.

Overtime in passenger service shall be computed for each employe on the basis of actual overtime worked or held for duty, at the following rates:

Conductors . . . . .	42 cents per hour.
Collectors in Chicago, Suburban Service . . . . .	25 cents per hour.
Baggagemen . . . . .	25 cents per hour.
Brakeman . . . . .	24 cents per hour.

#### ARTICLE 6. Joint Baggage and Express

Men on the Lansing Division . . . . . \$2.75 per day.

#### SPECIAL OR EXCURSION TRAINS.

ARTICLE 7. Main Line and Franklin Division passenger trainmen on Special or Excursion trains will be paid at the same rates as for regular passenger trains on the same division or branch, with a minimum of \$4.20 for conductors and \$2.55 for trainmen, except as follows:

Toledo Division: Cleveland to points west of Oberlin and Vermillion and return to Cleveland, a minimum of \$5.70 per trip for conductors and \$2.80 for trainmen. Toledo to points east of Clyde and Danbury and return to Toledo, a minimum of \$5.70 per trip for conductors and \$2.80 per trip for trainmen.

Michigan and Western Divisions: \$0.035 per mile for conductors, with a minimum of \$4.20; \$0.0175 per mile for trainmen, with a minimum of \$2.55.

Detroit and Lansing Divisions: Special or Excursion trains will be paid the regular passenger rate, (Article 2) with overtime after twelve (12) hours, at the rate of 35 cents per hour for conductors and 25 cents per hour for baggagemen and brakemen.

Grand Rapids Branch: Grand Rapids crews will be paid the regular passenger rate, (Article 2) with overtime after twelve (12) hours, at the rate of 35 cents per hour for conductors and 25 cents per hour for baggagemen and brakemen.

If a Grand Rapids freight crew is used they will be paid the freight rate.

If a main line passenger crew is used, they will be paid the regular main line passenger mileage rate with a minimum of \$4.20 per day for conductors, \$2.75 per day for baggagemen, and \$2.55 per day for brakemen. Main line overtime rate to apply.

If a main line freight crew is used, they will be paid main line freight rates.

#### THROUGH FREIGHT SERVICE.

ARTICLE 8. Conductors will receive 3.63 cents per mile and brakemen 2.42 cents per mile. Runs of less than 100 miles should be paid as 100 miles.

On the Detroit Branch, 85 miles shall be allowed for each single trip, with overtime after 8½ hours.

#### WAY FREIGHT, LOCAL AND PICK-UP AND DROP SERVICE.

##### ARTICLE 9.

Conductors . . . . .	\$3.975 per day.
Brakemen . . . . .	2.70 per day.

Mileage in excess of 100 miles in any day shall be paid for in addition pro rata.

On the following branches: Adrian and Fayette; Adrian and Monroe; Adrian and Jackson and return; Hillsdale and Ypsilanti and return; Hillsdale and Lansing and return; Elkhart and Western, crews in Way Freight, Local and Pick-up and Drop Service shall be paid through freight rates and overtime.

Between Elkhart and Toledo (via Air Line or Old Road), conductors in Local and Pick-up Turn-Around Service will receive \$5.00 and brakemen \$3.25 per trip. Overtime after twelve (12) hours at 39 cents per hour for conductors and 28 cents per hour for brakemen — this specified rate to apply only where the published rate in this class of service does not exceed it.

#### OVERTIME.

ARTICLE 10. In all freight and mixed train service not otherwise specified, including mine run, stone and sand run, switching runs, pusher or helper service, etc., 100 miles or less, or 10 hours or less shall constitute a day's work. On runs of 100 miles or less, overtime shall be paid for on a basis of 10 hours, and on runs of over 100 miles, overtime shall be paid for the time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men shall begin at the time they are required to report for duty and do so report and shall continue until they are relieved from duty at end of run.

Overtime shall be computed for each employe on the basis of actual overtime worked or held for duty and be paid for at the rate of 10 miles per hour for the class of service performed.

If men are run through between Collinwood and East Buffalo, West Seneca or Gardenville, in slow freight runs, they will be paid overtime after twelve (12) hours.

#### WORK TRAIN SERVICE.

ARTICLE 11. In Work or Construction Train Service, including ballast or filling service, conductors and brakemen shall receive through freight rates and overtime.

## WRECK AND CIRCUS TRAINS.

ARTICLE 12. On Eastern, Toledo, Western and Franklin Divisions, conductors and brakemen shall be paid way freight rates and overtime.

On all other divisions and branches, conductors and brakemen shall be paid through freight rates and overtime.

## MISCELLANEOUS SERVICE.

ARTICLE 13. *Short trips and turn-arounds:* Crews in irregular freight service may be assigned to make short trips and turn-arounds, with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 for the day; provided that the mileage of all the trips does not exceed 120 miles and further, provided that crews will not be started out of terminal under this rule after being on duty ten (10) hours.

On the Detroit Division, one or more turn-around trips, not exceeding 85 miles, will be paid one day. Any turn-around trip to exceed 85 miles will be paid two days, whichever class of service it may be in. When two days are allowed, overtime will be figured on each trip separately.

Conductors and brakemen will receive Local Freight rates on turn-around runs between Sandusky and Collinwood.

*Dunkirk, Allegheny Valley & Pittsburgh Railroad:* In all freight service, conductors and brakemen will be paid Through Freight rates and overtime.

*Toledo Division Stone Train Service:* Conductors and brakemen will receive Through Freight pay and will return 118 miles per day and overtime.

*Sharon Branch Switching Runs:* Conductors and brakemen will be paid Local Freight rates and overtime.

*Franklin Division Milk Train:* Conductors and brakemen will be paid Through Freight rates and overtime.

*Freight Crews Stationed at Stoneboro, Franklin and Oil City:* Conductors will receive \$3.75 per day and brakemen \$2.55 per day. Overtime after 10 hours, pro rata.

*Hillsdale, Jonesville and Coldwater Switching Runs and Goshen and Kendallville Runs:* Conductors will be paid \$95.00 and brakemen \$64.00 per month. Overtime, pro rata, on the basis of 10 hours or less for a day, calendar working days to constitute a month.

*Grand Rapids Branch:* All scheduled freight trains to be considered Locals.

*Otsego Switching Runs:* Conductors will be paid \$90.00 per month and brakemen \$59.00 per month. Overtime pro rata on the basis of 10 hours or less for a day, calendar working days to constitute a month.

*Chesterton Pusher Service:*

Conductors, days . . . . .	\$76.00 per month*
Conductors, nights . . . . .	70.00 per month.
Brakemen, days . . . . .	52.50 per month.
Brakemen, nights . . . . .	52.50 per month.

Overtime after 10 hours, pro rata. Calendar working days to constitute a month.

*Detroit Branch:* Present scheduled freight trains to be considered as Locals or Way Freights.



*Allowance for Legal Holidays:* Conductors and brakemen assigned to Local or Way Freights will receive full trip allowance for Legal Holidays when trains are annulled.

#### APPLICATION OF SIXTEEN HOUR LAW.

ARTICLE 14. (a) Under the laws limiting the hours on duty, crews in road service shall not be tied up, unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of 14 hours on duty under the Federal Law, or within 2 hours of the time limit provided by State Laws if State Laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the provisions of this pay schedule.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

#### GENERAL RULES.

SECTION 1. In case a conductor or brakeman is called for any run, and if, for any cause or reason (other than his own acts), he is not sent out, he will be paid a day's pay for service rendered pro rata for class of train he is called upon to run, provided he does no further service within 12 hours. When called for further service, he will receive pay for service previously rendered at overtime rates, and will stand first out; but not less than one hour will be allowed.

SECTION 2. On regularly assigned passenger runs, where trains are late, men who have telephone or live within the calling district, will be notified of the lateness of trains not less than one hour in advance of the time they are required to report for duty, or on failure to so notify them, their time will begin at the regular time set forth to report for duty for their respective runs, providing they so report.

Such conductors and trainmen as live outside of the calling district or are not provided with telephones, will be required to assume the responsibility of keeping themselves advised as to the lateness of the trains; their time beginning at the same time as if they had been notified by the Company had they provided themselves with the facilities or lived within the calling district.

SECTION 3. Conductors and brakemen will receive, in addition to regular trip, pay for actual mileage made in doubling any portion of the road; also pay for actual mileage made in shoving trains, when same necessitates covering any portion of the division twice.

SECTION 4. Any conductor making complaint against a brakeman to the Superintendent or Train Master, which might result in discipline, will make the same in writing over his own signature.

SECTION 5. As a general practice, reduction in force will begin with the youngest conductor and brakemen, computing their age in the service as conductors from date of promotion, and as brakemen from date entering the service as freight brakemen.

SECTION 6. All brakemen to be considered in line for promotion. In promoting men, seniority in freight service to govern.

SECTION 7. When brakemen are used as pilots they will receive conductors' pay.

SECTION 8. When, by request of this Company, conductors, or brakemen are used as witnesses at inquests, or at suits brought or defended by this Company, or on other Company business, except investigations held by officers of the Company, they will be furnished transportation, and be allowed actual trip rates for trips lost, and day rates for the time consumed when trips are not lost, plus legitimate expenses when away from home. In such cases nothing will be allowed for deadheading.

SECTION 9. When deadheading is required, the first crew out will deadhead, and the last crew out will run the train and follow the deadhead crew or crews when returning.

SECTION 10. Conductors and brakemen deadheading under orders will receive full time. The class of train for which they are deadheading, shall determine the pay they will receive for such deadheading, it to be understood that no more pay will be received for a deadhead than would be received for running a train or braking on same for the same distance. Trainmen running with light engine or engine and caboose, will be paid through freight rates.

SECTION 11. Conductors will be notified in writing, promptly, when time is not allowed as per time slip, and the reason stated. Brakemen will be notified when time is made independent of the conductor.

SECTION 12. Conductors and regular brakemen, assigned to temporary service other than in train service, will be paid road pay, provided they may, at their own option, accept service in any other department at the rate specified for said department.

SECTION 13. Employees who have been injured in the Company's service will not be permanently assigned to designated or preferred runs to which their services do not entitle them.

SECTION 14. As a general practice, no conductor or brakeman will lose his rights on account of injury received or sickness.

**SECTION 15.** Conductors or brakemen accepting positions in yards or other departments, or promoted to official positions, may retain their rights as conductors or brakemen for a period of one year only. Leave of absence will not be granted to conductors or brakemen for a longer period than one year.

**SECTION 16.** As a general practice, yard conductors and brakemen will not be used in road service as conductors or brakemen.

**SECTION 17.** Crews will not be deprived of their cabooses during time set apart for rest, or in the performance of their duties in train or wrecking service.

**SECTION 18.** Conductors and brakemen who are entitled to rest will not be disturbed by a call for purpose of investigation until expiration of time specified for rest.

**SECTION 19.** Conductors and brakemen requiring rest will be permitted to mark off for ten hours rest. The time for rest shall be generally understood to include the time called for. The maximum call shall not exceed two hours.

**SECTION 20.** Unnecessary switching of cabooses at terminals will not be permitted.

**SECTION 21.** Ample leave of absence will be granted committee men when on committee work, and transportation will be furnished.

**SECTION 22.** Freight crews not assigned to regular runs will run first in and first out.

**SECTION 23.** Regular extra conductors and brakemen in freight service will run first in and first out. When there are no regular extra conductors available, the oldest emergency conductor available will be used. In passenger service, the oldest extra passenger conductor, when available, shall have the preference in filling temporary vacancy.

All passenger trains, other than those on the conductors' schedule shall be run by extra passenger conductors, when available, it to be understood that they are available when they can be secured in time for the run. No additional expense to the Company to be incurred on account of deadheading. When freight conductors and brakemen, not assigned to passenger service, are required to run passenger trains, they shall receive through freight pay.

**SECTION 24.** All way freight, local and pick-up crews shall consist of a conductor and three brakemen on the Western, Michigan, Toledo, Eastern and Franklin Divisions (excepting Sharon Branch); also the run known as the "Brown" Stone Run.

**SECTION 25.** When two or more classes of service are performed on any trip, the highest rate of pay will be allowed for the entire trip.

**SECTION 26.** Conductors and brakemen will not be suspended pending trial for minor offences, which do not result in serious loss or damage to persons or property.

**SECTION 27.** No conductor or brakeman will be dismissed from the service without a fair and impartial trial, at which he will have the right to be present, and at which he may be represented by another employe of his choice. All parties accused should be present during the investigation. Witnesses may be examined separately, but, in the event of conflicting testimony, those whose evidence conflicts will be examined together. This trial to be held within ten days from the date of occurrence and conductors or brakemen notified within ten days of the result. If exonerated from blame, they will

be paid for all time lost, and, if dissatisfied with the decision, they may appeal the same to a higher official. Indefinite suspension will not be assessed as punishment.

SECTION 28. Conductors and brakemen having suffered suspension and found blameless will be paid for all time lost, and record of same will be stricken from the books.

SECTION 29. Conductors and brakemen will not be run from one division to another, except in case of actual emergency.

SECTION 30. When any run is to be disposed of by advertising, no conductor or brakeman will hold such run, except by right of seniority, for a greater period than one year, when it will be advertised again and taken by the oldest conductor and trainmen bidding for it for the same length of time.

SECTION 31. When a conductor or brakeman reports for duty after a temporary leave of absence, he will be allowed to wait for the caboose to which he is regularly assigned.

SECTION 32. Conductors and brakemen in way freight service will, so far as practicable, not be called for any Sunday service, except in cases of wreck or washouts.

SECTION 33. Conductors and brakemen who are called for fair or excursion trains will not be required to do work in freight service until they have arrived at their homes, unless they are notified when they are called and the caboose deadheaded.

SECTION 34. When necessary for conductors to have pilots, conductors will be furnished when possible to do so.

J. J. BERNET,  
*General Superintendent.*

APPROVED:

D. C. MOON,  
*General Manager.*

#### CONDUCTORS, LEHIGH VALLEY RAILROAD.

*Schedule of pay, rules and regulations for the government of passenger, freight, and mine conductors. Effective January 1, 1910.*

##### PASSENGER SERVICE.

1. 50 miles or less, \$1.95. Overtime after 5 hours.
  - 51 miles to 100 miles, \$3.90 per day. Overtime after 10 hours.
  - 101 miles to 140 miles, \$4.05 per day. Overtime after 10 hours.
  - 141 miles to 155 miles, \$4.30 per day. Overtime after 10 hours.
  - 156 miles to 175 miles, \$4.55 per day. Overtime after 12 hours.
  - 176 miles to 200 miles, \$4.80 per day. Overtime after 12 hours.
  - 201 miles or over at rate of .0240c per mile. This rate to apply until it is greater than the given rate for a greater distance, in which case the given rate for the greater distance will apply. This, however, not to apply to runs specified in schedule.
2. On Clinton & Pittstown and Flemington Branches, \$100.00 per month. Overtime after twelve (12) hours.
3. Jersey City to Buffalo, or vice versa, \$8.50 per trip.

4. Jersey City to Suspension Bridge (via Niagara Junction), or vice versa, \$8.50 per trip.
5. Jersey City to Suspension Bridge (via Buffalo and Niagara Junction), or vice versa, \$8.75 per trip.
6. Easton to Buffalo, or vice versa, \$7.25 per trip.
7. Easton to Suspension Bridge (via Niagara Junction), or vice versa, \$7.25 per trip.
8. Easton to Suspension Bridge (via Buffalo and Niagara Junction), or vice versa, \$7.50 per trip.
9. Mauch Chunk to Jersey City and return, or vice versa, \$5.10.
10. Easton to Jersey City and return, or vice versa, \$4.30.
11. Pittston Junction to Jersey City, or vice versa, \$4.30 per trip.
12. When overtime is allowed, or additional allowance made, it will be on the basis of one-tenth (1-10) of a day per hour at the rate of thirty-nine (39) cents per hour.
13. Except as hereinafter provided, official special, milk and express trains will be classed in passenger service.
14. At initial stations the time for which conductors will receive pay to commence thirty (30) minutes before the schedule leaving time of their train, and to continue until they are relieved from duty, or until their trains are made up or put away. This, however, not to apply to through runs at Suspension Bridge.
15. Regular assigned conductors running from Buffalo or Suspension Bridge to Jersey City, or vice versa, to be relieved three (3) round trips per annum under full pay.

#### FREIGHT AND OTHER THAN PASSENGER SERVICE.

16. Through freight service, Suspension Bridge to Sayre, or vice versa, \$6.37 per trip. Overtime after nineteen (19) hours.
17. Through freight service, Sayre to East Buffalo or vice versa, \$5.68 per trip. Overtime after seventeen (17) hours.
18. Through freight service, Sayre to Tift Farm or vice versa, \$6.00 per trip. Overtime after eighteen (18) hours.
19. Through freight service, Sayre to Lehighton or Mahoning, or vice versa, \$4.88 per trip. Overtime after fifteen (15) hours.
20. Through freight service, East Buffalo or Tift Farm to Manchester, Manchester to Sayre, or Sayre to Coxton, or vice versa, \$3.30 per day. Overtime after ten (10) hours.
21. Through freight service, Suspension Bridge to Manchester, or vice versa, \$3.43 per trip. Overtime after ten (10) hours.
22. Through freight service, Coxton to Lehighton or Mahoning and return, or vice versa, \$4.95. Overtime after fifteen (15) hours.
23. Through freight service, Coxton to Lehighton or Mahoning and return, via Mt. Cut-Off and Port Bowkley, or vice versa, \$5.94. Overtime after eighteen (18) hours.
24. Through freight service, Coxton to Lehighton or Mahoning and return via main line, \$5.28. Overtime after sixteen (16) hours.
25. Through freight service, Wilkes-Barre or Coxton to Penn Haven Junction and return, or vice versa, \$3.30 per day. Overtime after ten (10) hours.

26. Through freight service, Wilkes-Barre to Lehighton or Mahoning and return via Mt. Cut-Off, \$5.28. Overtime after fifteen (15) hours.

27. Run on trains RG-2 and 11 to be paid \$3.60 per day. Overtime after ten (10) hours, at rate of thirty-six (36) cents per hour.

28. Through freight service, Lehighton to Jersey City, or vice versa, \$3.89 per trip. Overtime after twelve (12) hours.

29. Through freight service, Lehighton to Oak Island, or vice versa, \$3.63 per trip. Overtime after eleven (11) hours.

30. Through freight service, Lehighton to Perth Amboy, or vice versa, \$3.43 per trip. Overtime after ten (10) hours.

31. Through freight service, Lehighton to Phillipsburg or Easton and return, or vice versa, \$3.30 per day. Overtime after ten (10) hours.

32. Through freight service, Easton to Oak Island, or vice versa, \$3.30 per day. Overtime after ten (10) hours.

33. Through freight service, Easton to Perth Amboy, or South Plainfield, and return, or vice versa, \$3.96. Overtime after twelve (12) hours.

34. Local freight and pick-up trains on Main Line and Branches, \$3.80 per day. Overtime after ten (10) hours.

35. Through freight service on Main Line and Branches, except as above provided for, \$3.30 per day. Overtime after ten (10) hours.

36. Work and Construction service, \$3.30 per day. Overtime after ten (10) hours, regardless of mileage.

37. Mine and Tool train service, \$3.30 per day. Overtime after ten (10) hours.

38. Conductors in Mine service to work eleven (11) hours per day, one hour of the eleven to be allowed for lunch. The lunch hour is to be taken between the hours of 11.00 A. M. and 1.00 P. M., and 11.00 P. M. and 1.00 A. M. Overtime to be allowed after ten (10) hours. Whenever conductors are obliged to work the lunch hour, one-tenth (1/10) of a day will be allowed.

#### GENERAL RULES.

39. Conductors required to do wrecking, construction, or other additional service, when upon their assigned trips, will receive one-tenth (1/10) day for each hour of such service. If overtime is made, this time will be deducted therefrom.

40. On runs where two or more classes of service are performed the highest rate of pay for service performed will apply.

41. Time allowance in all service except as above provided for will be as follows:

100 miles or less, 10 hours or less, 1 day.

50 miles or less, 5 hours or less,  $\frac{1}{2}$  day.

To be paid for at specified rate for class of service performed. Overtime to be paid for on basis of one-tenth (1/10) of a day per hour at the following rates:

Through freight, Work and Tool Service, thirty-three (33) cents per hour.

Local Freight and Pick-up, thirty-eight (38) cents per hour.

In computing overtime, less than thirty (30) minutes not to count; thirty (30) minutes and over to be paid for as one (1) hour.

42. Whenever conductors are called and report for duty and the train is annulled, one-quarter ( $\frac{1}{4}$ ) of a day will be allowed, and the conductor so called will stand first out.

43. Where pay is based on the trip and more than a day allowed for the trip, the overtime will commence thirty (30) minutes after the expiration of the time allowance made for the trip.

44. The adoption of the rates, rules and allowances as specified in this schedule are not to operate as a reduction to any rates or allowances which previously existed.

45. Where callers are employed conductors who live within a distance of one (1) mile of the starting place of the train will be called a reasonable time before the leaving time of their train, and the conductor so called will sign his name and the time at which he was called in a book provided for that purpose. Conductors assigned to regular runs will not be called between the hours of 6.00 A. M. and 10.00 P. M.

46. Time will commence at the time conductor is ordered to report for duty. At the end of each trip, conductors must register in a book in the yard-master's or caller's office.

47. Should any change be made in the time slip, conductor will be fully advised as to the reason therefor in writing.

48. Conductors will not be discharged or suspended without a fair hearing and investigation, and if the testimony of any witness to the occurrence is of any value to the conductor, such testimony shall be taken at the proper time by the Superintendent and fairly considered.

49. If a conductor, upon investigation, is found not to blame, he shall be allowed full pay, for the time lost. Suspension shall be definite, time of suspension to be computed from the time conductor was relieved from service.

50. Any conductor who is dissatisfied with the decision of any officer of the company shall have the right to appeal to his Superintendent, or having appealed to the Superintendent to a higher official.

51. As a general rule a conductor will not be asked to make an extra trip after sixteen (16) hours without ten (10) hours rest. This, however, may be done in case of accident or other emergency.

52. All conductors shall be regarded in line of promotion on their respective divisions. As soon as a new run is created, or a run becomes vacant, it shall be advertised ten (10) days, and preference given to the oldest eligible conductor applying for the run within that time. The oldest available extra passenger conductor that is eligible shall fill temporary vacancies in passenger service; the oldest available conductor on rounds or mine runs to fill temporary vacancies on regular freight runs. The oldest extra conductor to fill vacancy on rounds or mine runs.

53. Conductors on rounds and all extra conductors will stand first in and first out.

54. Temporary vacancies of sixty (60) days or more shall be advertised, and run given to the oldest eligible conductor applying for the run within that time.

55. Conductors displaced through temporary or permanent reduction in the service shall be allowed to take any position that his rank as conductor entitles him to.

56. When a conductor bids in a run he will not be allowed to bid for his former run until it has been once filled and again becomes vacant.

57. When the business of the Company is such that it is necessary to transfer conductors from one division to another, it is understood that in case of a surplus of conductors on one part of the road and a shortage on another, the surplus conductors shall not lose their rights on the division from which they were transferred.

58. When two or more divisions, each having a separate roster, are combined, separate rosters will be maintained.

59. Rounds conductors of one division or sub-division will not be run over another division or sub-division when conductors of that division or sub-division are laying at or being held at other than home terminal, unless such conductors are being held for required rest, or in case of emergency.

60. Conductors who are on company's business, such as attending court, or who may be called upon for any service by their Superintendent other than their regular duty as conductors, shall be paid their regular wages and expenses.

61. The rights of a conductor shall begin from the time he is promoted to a conductor. Any conductor discharged and upon further investigation found blameless, shall be reinstated to his former position and rank. Should any conductor be discharged and not make application for a rehearing of his case inside of six (6) months from the date of such discharge, he shall not be restored to his former position and rank, although he may be re-employed in the service of the company.

62. Vacancies in the position of passenger conductor will be filled by promotion from the position of freight conductor.

63. Conductors will be allowed half time in their class when learning the road or dead-heading, when ordered to do so by the Superintendent.

64. Conductors remaining in yard service from choice or consent, forfeit all rights to road service to the next conductor in order accepting. The official in charge shall not be expected to offer the road service to yard conductors more than once, unless reasons satisfactory be given for not accepting the same when offered. When a conductor declines road service, it shall be done in writing, and a note shall be made of it opposite his name on the conductors' list.

65. It will be the policy of the management of this company to find employment, if possible, for disabled employees, where they can perform work that does not endanger public safety or the company's property.

66. In reducing force, the conductors most recently promoted to be reduced to trainmen.

67. When the business of the company becomes slack, reduction of force to be made so that the oldest men in service shall make twenty-six (26) days per month.

68. Conductors assigned to regular runs will not be displaced to permit other conductors to make additional time.

69. Caboose tracks will be provided at terminals, on which cabooses will be placed as soon as possible. Switching with cabooses will be avoided, and other cars will not be placed on caboose tracks.

70. Where yard engines are employed, conductors will not be required to do switching or make separate deliveries of trains, except in case of emergency.

71. All conductors accepting official positions will retain their seniority as conductors.



72. All conductors who have been in the employ of the company for ninety (90) days and leave the service in good standing, will be given a service card, stating the time of service and capacity in which employed, the same to be approved and stamped by proper officer.

73. A man is considered displaced: First, when his run is taken from him or lay over changed to another terminal; second, when he is removed to make way for an older man in service; third, when his run is taken off; fourth, when there is no work in a position for a period of five consecutive days; fifth, when run is changed from day to night, or vice versa, as previously advertised. Night run constitutes any run starting after 3 00 P. M.

This Agreement will be in effect from and after January 1, 1910, and will remain in force one year, and will continue thereafter until either party gives thirty days' notice in writing to the other of any change desired.

(Signed) J. F. MAGUIRE,

*General Manager.*

Accepted for the Conductors:

(Signed) H. S. PENNELL.

#### CONDUCTORS AND TRAINMEN, LONG ISLAND RAILROAD.

*Regulations and rates of pay affecting trainmen in road and yard service, effective June 23, 1910.*

##### ARTICLE 1.

##### *Pay of Passenger Conductors in Steam and Electric Service.*

Per Day . . . . .	\$4.10
Per Hour . . . . .	.38
Per Mile Overtime . . . . .	.02½

##### *Pay of Collectors in Steam and Electric Service.*

Per Day . . . . .	\$3.00
Per Hour . . . . .	.25
Per Mile Overtime . . . . .	.1¾

##### *Pay of Trainmen in Steam and Electric Service.*

Per Day . . . . .	\$2.35
Per Hour . . . . .	.20
Per Mile Overtime . . . . .	.01½

On regularly assigned runs in Steam Service 120 miles or less; in Electric Service 130 miles or less, 12 hours or less, including swing will constitute a day's work. After 12 hours, actual overtime in minutes to be paid in all service, both passenger and freight, or in miles, whichever nets the greater amount. Assigned runs to be considered independent of extra work.

##### *Pay of Conductors and Trainmen in Local Freight Service.*

Conductors — Per Day . . . . .	\$4.00
Per Hour . . . . .	.39¾
Flagmen — Per Day . . . . .	\$2.80
Per Hour . . . . .	.28
Trainmen — Per Day . . . . .	\$2.70
Per Hour . . . . .	.27

*Pay of Conductors and Trainmen in Through Freight and Other Service.*

(Mentioned in Article No. 3.)

Conductors —	Per Day . . . . .	\$3.75
	Per Hour . . . . .	.363
Flagmen —	Per Day . . . . .	\$2.52½
	Per Hour . . . . .	.25¼
Trainmen —	Per Day . . . . .	\$2.42
	Per Hour . . . . .	.24½

**ARTICLE 2.**

Extra Passenger Conductors and Trainmen will be paid as follows:

Steam Service 60 miles or less, 6 hours or less; Electric Service 65 miles or less, 6 hours or less, one-half day; Steam Service over 60 miles and not more than 120 miles; over 6 hours and not more than 12 hours, one day; Electric Service 65 miles and not more than 130 miles or 12 hours one day.

**ARTICLE 3.**

Work Trains, Wrecking Trains, Through Freights, Oil Trains and Coal Trains will be paid on the same basis as third section of Article 1.

On regularly assigned runs 100 miles or less, 10 hours or less overtime after 10 hours or 100 miles. Until June 1st, 1911, overtime will not be paid until after 11 hours.

**ARTICLE 4.**

Extra Conductors and Trainmen in freight service will be paid on the basis of 50 miles or less, 5 hours or less, one-half day. Over 50 miles and not more than 100 miles, one day. Five hours or not more than 11 hours (After June 1st, 1911, 10 hours) will constitute a day's work. Overtime after 11 hours (or after June 1st, 1911, 10 hours) or 100 miles.

Assigned runs to be considered independent of extra work, or as completing a day's work. A regular conductor or trainman notified that he is required for duty at any period outside his regular schedule work, will be paid on the basis of an extra conductor or trainman, unless continuous service, as per Article 36.

**ARTICLE 5.**

It is understood that the present practice of laying up crews at their initial terminal will be continued, and will not be departed from, unless similar cases come up such as prevail at the present time.

**ARTICLE 6.**

Conductors or Trainmen doing both passenger and freight work will be rated as passenger men, unless the hours of freight work exceed the hours of passenger work.

**ARTICLE 7.**

Passenger Conductors and Trainmen in Electric Service at the change of Time Table, when a run is added to or extended to make hours longer than their original run, will have the right to pick a run within five days from the same terminal, according to their seniority standing. It is understood that Flatbush Avenue and Jamaica are separate terminals.

## ARTICLE 8.

In case of a regular run being abolished or a Conductor or Trainman being displaced, he must take another run not later than 10 days if his seniority permits, or become an extra man.

## ARTICLE 9.

Passenger Conductors and Trainmen will have the right to make application for freight service, or vice versa. There shall be but one seniority list for both classes of service.

## ARTICLE 10.

An extra Conductor or Trainman assigned to a regular or extra run, will retain such position until the regular man returns, providing it does not exceed 7 days. The oldest extra man making application any time thereafter will be assigned to it, unless the assignment should be a temporary summer run, and then he will hold it as per Article 23.

## ARTICLE 11.

A Local Freight means either a Package Local or a Switching Local. The class to which a train belongs shall be decided upon when it is established. A through freight means a train taken from one terminal and left at another.

## ARTICLE 12.

It is understood that there will be no reduction in the number of collectors in service as of November 1st, 1909, unless depression in business warrants it. Collectors shall be selected from the Trainmen's list.

## ARTICLE 13.

When time claimed on time slip is not allowed, Conductors will be notified in writing and reason given.

## ARTICLE 14.

A Conductor or Trainman in freight or passenger service assigned to do work other than his regular assigned duty, will be paid not less than his regular wages. Should the position assigned pay more than his regular wages, he will be paid the rate of the position to which he is assigned.

## ARTICLE 15.

Conductors or Trainmen not assigned to regular runs will be carried on the extra list, and paid the prevailing rate of pay for work performed.

## ARTICLE 16.

A Trainman regularly promoted to the position of Conductor, until he has bid in a regular conductor's run, will have the right to bid for all permanent runs advertised, but will not be allowed to bid for the position of Collector or Trainman on temporary or summer runs.

## ARTICLE 17.

In case of reduction in force requiring a lesser number of trainmen in the passenger and freight service, it is understood that a man who is laid off will be allowed to return to the service when business requires him. He will be sent for by the Company and preference will be given him over a new man if his past services have been satisfactory and he reports within ten days after being requested to do so. He will hold seniority previously held by him.

## ARTICLE 18.

Trainmen will be examined for promotion in the order of seniority and they will rank in the order they qualify. Trainmen used as Conductors in case of emergency will not take precedence on the seniority list of Conductors.

## ARTICLE 19.

Passenger Conductors and Trainmen will not be required to switch their trains at terminals where there are switch engines or motor switching crews employed. At terminals where there are no switch engines employed, all necessary switching must be performed by the trainmen as a part of their run. At Long Island City or Flatbush Avenue; as a regular rule, men will not be required to back passenger trains to or from the yard, but in case the necessity arises this work will be required as part of their regular duties.

## ARTICLE 20.

A Conductor or Trainman failing to make application for a new run or position that is advertised surrenders his right to it, unless as per Article 8.

## ARTICLE 21.

A Conductor or Trainman not completing specified runs on account of leave of absence on his own account, shall be paid for actual time performed. His relief will be paid for the balance of the day.

## ARTICLE 22.

Leave of absence will not be granted for a longer period than 30 days, except in cases of sickness or when unusual circumstances warrant a departure from this rule.

## ARTICLE 23.

When additional summer or temporary trains are established, and are to extend 90 days or over, they will be advertised and assigned to the Conductor or Trainman bidding them in, according to their seniority. When these temporary trains are taken off, men will resume their positions on the trains vacated, unless in the meantime they should have bid in another run. A vacancy caused by a man taking a temporary run will be filled by the extra man ranking in seniority, who shall apply for same within 3 days after being vacated by the regular man, and he will hold that run for the season, or until the regular man returns. Should a temporary run become permanent it will be readvertised. When a new run is established, it will be advertised 10 days before it goes into effect, or as soon after as possible.

## ARTICLE 24.

Conductors or Trainmen who are required to attend Court or are held on other business of the Company, will be paid for all the time and expenses while engaged in such business at the same rate they would receive at their regular work. They will be required to report promptly to the Train Master or other designated person as soon as relieved.

## ARTICLE 25.

When permanent runs become vacant they will be advertised at all terminals for ten days, after which time the run will be assigned to the applicant who is the oldest in seniority standing.

A Conductor or Trainman bidding in a new run may not again make application for his old run until after 90 days have elapsed.

A Conductor or Trainman failing to take a run or position in 10 days, surrenders his right to the run assigned, unless he is on a temporary summer run, and then he will have to take it after the temporary run comes off. If he does not take it within 10 days, he will forfeit his right to bid for another run for a period of 90 days. In the meantime he will be an extra man. A Conductor or Trainman giving up a run that he has bid in, before he bids in another shall come under the same ruling.

## ARTICLE 26.

A seniority list of Conductors and Trainmen, giving date of employment and date of promotion, will be kept posted in a convenient place for inspection at Long Island City, Jamaica, Flatbush Avenue and Holban Yard.

Yard men will not have road rights and road men will not have yard rights.

## ARTICLE 27.

A Conductor or Trainman living within one mile of the terminal at Long Island City or Holban Yard will be called when a request is filed at the office of the Train Master or his assistant, and will sign his name and time called in a book. If a man called will not sign the book the caller will report it to the Train Master and the man will not be called again.

## ARTICLE 28.

It is understood that when a regular run is broken up by issuing a new time table, or by general notice, the Conductor and Trainman affected will have the choice of either portion of the run affected. If two or more crews are affected, the senior men will have the choice, provided they run out of the same terminal. If, on issuing the winter time table, the runs are placed back in their original position, the crews will fall back on them as if no change had been made.

## ARTICLE 29.

When a new run is made at a terminal and another is taken off, the Conductor and Trainmen displaced will be entitled to a run at that terminal, after the Conductor and Trainmen ranking in seniority at that terminal have had their choice, which must be made within 5 days of said change. A new run under these conditions will not be advertised.

**ARTICLE 30.**

Every Conductor and Trainman will have a right to appeal in writing to his superior officer in matters affecting his personal interest. The right to appeal in writing must be exercised within thirty days after any occurrence or investigation.

**ARTICLE 31.**

A Conductor or Trainman called in for investigation will have the right to select a fellow employe to act as counsel, and the Conductor or Trainman suspended shall be notified in writing the period of his suspension.

A Conductor or Trainman suspended unjustly will be paid for all time lost; regularly assigned men for all time lost off regular run; extra men for each day or fraction thereof for the time taken off until they are notified to report to the Train Master for service, when they will be first out on the extra list, 12 hours being a full day in each 24 hours. This does not apply to calls for investigations, unless loss of run or trip occurs.

**ARTICLE 32.**

An employe who has been in the service of the Company for 90 consecutive days, will, upon application to the Superintendent, be furnished with a service card quoting his record as it appears on the staff and discipline record, if such application is made within thirty days after leaving the service.

**ARTICLE 33.**

Conductors and Trainmen, who are away on account of sickness at the time runs or vacancies are advertised, and have no knowledge of such advertisement, will be permitted, if they desire, to make application for runs or vacancies providing they do so within three days after returning to work.

**ARTICLE 34.**

When men have been transferred for the convenience of the Company and its interests have been served, they will return to the branch of service in which they were employed, and their standing will not be affected by such transfer.

**ARTICLE 35.**

Regularly assigned crews will not be required to consult the list posted at Long Island City or Jamaica. If any change is to be made in their run or they are required for extra duty, they will be notified personally or in writing to that effect. This does not excuse extra men from consulting the list posted daily in regard to their work. All extra work, passenger or freight, will be assigned to the oldest extra conductor or trainman on the list who is not working. When it becomes necessary for them to cover extra service, they will hold the assignment as per Article 10.

**ARTICLE 36.**

If a Conductor or Trainman is notified that he is wanted for extra duty before his train is registered, and he is actually performing the extra duty within one hour from the time registered he will be paid continuous time. If he is used within the hour, it will be extra service, or if a man is notified

after train has been registered it will be considered an extra call. Any service performed before a man commences his run will be an extra call. If a man is called for continuous service and is not used, he will be paid from the time notified until he is relieved.

## ARTICLE 37.

It is to be understood that the word "Trainman" is to mean "Collector" as well, in each and every article of this agreement.

## ARTICLE 38.

A Conductor or Trainman marked up for extra work or a regular run which is annulled and not sent out, will be paid one-half day. If a regular run is annulled for a day, the crew will do extra work if practicable and its service is needed by the Company.

## ARTICLE 39.

The time consumed in putting away a train or doing other necessary work after the arriving time at the terminal to be paid for as overtime in actual minutes, if such work makes the total day exceed 12 hours. It is to be understood that actual overtime in minutes or miles is to be paid in both freight and passenger service, whichever nets the greater amount.

## ARTICLE 40.

Crews running light or deadheading with caboose on another train will be allowed regular rates; if deadheading on passenger trains, one-half the rate for the service for which they are deadheading to perform. Deadheading service will be paid for separate and independent of working service.

## ARTICLE 41.

It is understood that the present practice of men being at liberty on the swing will be continued, as per Article 36.

## YARD SERVICE.

## ARTICLE 42.

*Pay of Yard Conductors and Brakemen.*

Conductors — Day . . . . .	36 cents per hour
Night . . . . .	38 cents per hour
Yard Brakemen — Day . . . . .	33 cents per hour
Night . . . . .	35 cents per hour

The above rates apply to all yards on the Long Island Railroad. Ten consecutive hours or less to constitute a day's work, except in cases where men are relieved from duty at their own request, when actual time will be allowed. The relief will be paid actual time for the balance of the day.

## ARTICLE 43.

Overtime in Yard Service will be paid in excess of 10 hours. When overtime is made it will be paid in actual minutes.

## ARTICLE 44.

(a.) Yard Brakemen not assigned to regular positions in yard service will be carried on an extra list and paid for work performed and shall be assigned according to rules governing a revolving list as hereinafter provided.

(b.) A Yard Conductor may resume his rights as yard brakeman if the position is abolished and he is unable to take the position of some younger conductor. He shall hold his place on the seniority list as conductor, except if the position of conductor is assigned to a younger man by reason of his failure to place a proper bid for it, when he shall be stricken from the list of conductors and hold only his original yard brakeman's rights.

## ARTICLE 45.

Yard Conductors or Brakemen assigned other than their regular duties will be paid not less than their regular wages.

Should the assigned work pay more than regular work, they will be paid the wages of the assigned position.

## ARTICLE 46.

Yard Conductors or Brakemen will be paid for time lost in attending court or special business of the Company, including transportation and all expenses while away from home, but not less than ten hours in each twenty-four.

## ARTICLE 47.

Yard Conductors or Brakemen when called in for investigation will have the right to select a fellow employe to act as counsel.

## ARTICLE 48.

Yard Conductors or Brakemen will have the right to appeal within thirty days to their superior officers in matters affecting their personal interest.

## ARTICLE 49.

(a.) In Yard Service a specified hour for meals will be allowed between the hours of 11.30 and 1.30 A. M. or P. M. Crews working later than their specified meal hour will be allowed one hour overtime, and will take thirty minutes for meals within the specified time. All crews working after 12.30 A. M. or P. M. will be allowed one hour overtime and will take thirty minutes for meals.

(b.) Crews working split tricks, half day and half night, will have a specified meal hour not later than the sixth hour, under the same conditions as clause 50-a.

## ARTICLE 50.

Yard crews working half day and half night will receive night pay.

## ARTICLE 51.

A yard seniority list will be published and corrected in accordance with the rules in the enclosed article every three months, a copy of which shall be placed in the Freight Train Master's Office and all Yard Masters' offices on the Long Island Railroad.



## ARTICLE 52.

Vacancies in Yard Service will be advertised on Bulletin Boards for a period of 10 days, when the position will be assigned to the senior man making application in writing. An employe accepting a new yard engine position may not make application for his old position until after ninety days have elapsed. An employe failing to make application for a new yard engine position surrenders his rights to the position he has declined. A Yard Brakeman used as a Conductor in case of emergency or temporarily pending the assignment of an advertised yard position, shall not take precedence on the seniority list of yard brakemen who rank above him. A Conductor shall hold rights only from such date as he shall regularly bid in such a position after January 1st, 1906. Men assigned to a new position shall have at least three days to break in. Men shall take positions assigned within 10 days of the assignment, or become extra men.

## ARTICLE 53.

The number of extra men carried shall not exceed 15 per cent of the regular working force.

## ARTICLE 54.

When an extra engine is added to the service, at the expiration of 12 days, exclusive of Sundays and Holidays, it shall be advertised for bids in the regular manner.

## ARTICLE 55.

Employes will not be suspended, except after a regular investigation. Employes suspended unjustly will be paid for all lost time.

## ARTICLE 56.

An employe who has been in the service of the Company for 90 consecutive days will, upon application to the Superintendent, be furnished with a service card quoting his record, as it appears on the staff and discipline record, if such application is made within 30 days after leaving the service.

## ARTICLE 57.

Leave of absence will not be granted for a longer period than 30 days, except in cases of sickness or other unusual circumstances warranting a departure from this rule.

## ARTICLE 58.

When Yard Conductors or Brakemen are promoted to official positions they will retain their seniority rights.

## ARTICLE 59.

Yard men will not be required to work an unreasonable length of time with any engine not equipped with foot boards and hand rails.

## ARTICLE 60.

All motor switching crews to be governed by yard rules and rates and open to yard men only.

## ARTICLE 61.

This article applies to men employed in freight, passenger and yard service. To obtain promotion capacity must be shown for greater responsibility.

Employees must not rely on mere seniority. The best interests of the Company demand that vacancies be filled with men who have shown themselves worthy of promotion by loyal and faithful service and intelligent and economical performance.

#### ARTICLE 62.

The rates of pay and rules herein contained constitute an agreement between the Long Island Railroad Company and its Conductors, Trainmen and Yardmen, and will not be departed from without first giving thirty days' notice.

For the Long Island Railroad Company:

J. A. MCCREA,  
*General Superintendent.*

For the Conductors, Trainmen and Yardmen:

B. L. PURICK,  
*Chairman.*  
E. RUSHMORE,  
*Vice Chairman.*  
G. R. WHEELER,  
*Secretary.*  
W. L. MAHON,  
*Chairman.*  
C. F. LEHMAN,  
*Vice Chairman.*  
J. W. RICKERT,  
*Secretary,*  
*General Committee.*

#### EXAMPLES.

##### *Application of Sixteen Hour Law.*

A train crew is tied up at the end of fourteen hours by an engineer and fireman who have been on duty for 16 hours. They are required to take 10 hours rest. The pay of the train crew begins at the expiration of the 8 hours, and the engine crew at the expiration of 10 hours.

A crew is tied up for rest under the law, and is taking rest in caboose, and while so doing is moved to terminal in charge of some other crew. The crew thus tied up and moved to terminal will date its rest period from time tied up, but will be paid miles or hours, whichever is greater, from point of tie-up to terminal. The time computation to be based on run of train on which they move from point of tie-up to terminal. Employees in train service tied up under the law, will not be required to watch or care for engines or perform other duties during the tie-up.

Yardmen required to work 16 hours will resume work when their rest period is up under the law, and then be permitted to work 10 hours or paid therefor.

Note.—In cases where yard men are relieved from duty when they have worked less than 16 hours, they have not been tied up under the law, but in any case where they remain on duty 16 hours, the law applies and in such cases they will be tied up for 10 hours.

In a 10 hour yard a man begins work at 7:00 A. M., and works 15 hours or

until 11:00 P. M., is tied up until 9:00 A. M., when he can be used on his regular trick, will be paid for 10 hours or he can be used for 10 hours from 8:00 A. M. and be paid for 10 hours.

#### EXAMPLES STEAM SERVICE — PASSENGER.

##### *Run No. 1001. 12 Hours, 110 Miles.*

If when the crew of this run gets in and has registered any member of it is called for extra service and the work required takes 6 hours, he will be paid one-half day. If it should take more than 6 hours, he will be paid one day and twelve hours on the basis of an extra man as per Article No. and Article

##### *Run No. 1002. 12 Hours, 110 Miles.*

If when the crew of this run gets in any member of it called before the train is registered and the work that is required is commenced within one hour, it will be continuous service; if it takes seven hours to do it, he will be paid one day and seven hours.

##### *Run No. 1003. Steam Service, 12 Hours, 128 Miles.*

The crew reports at terminal for duty at 5:45 A. M., leave at 6:00 A. M., and make 128 miles. It is due at terminal on the completion of its day's work at 6:00 P. M. and it takes them twelve minutes to put their train away. The crew will be paid one day, eight miles and twelve minutes. If the train should be delayed 22 minutes, the crew would be paid one day, eight miles and thirty-four minutes.

##### *Run No. 1004. Steam Service, 15 Hours, 165 Miles.*

The crew reports for duty at its terminal 5:45 A. M. and leaves at 6:00 A. M. It makes 165 miles on its run and is due at their terminal on the completion of run at 9:00 P. M., and it takes them eighteen minutes to put train away. In this case crew will be paid one day, three hours and thirty-three minutes. If the train should be delayed fifteen minutes, crew would be paid one day, three hours and forty-eight minutes.

##### *Run No. 1005. 13 Hours, 209 Miles.*

The crew is required to report at 6:45 A. M., leave terminal at 7:00 A. M., and make 209 miles in thirteen hours, arriving at their terminal and completing run at 8:00 P. M. and it takes them twenty minutes to put train away. Crew will be paid one day, eighty-nine miles and twenty minutes. Should this train be delayed thirteen minutes crew will be paid one day, eighty-nine miles and thirty-three minutes.

##### *Run No. 1006. 12 Hours, 75 Miles.*

The crew has been called to cover special service before run starts out and it has taken from one to six hours to do the work; crew reports for run at 12:15 P. M., leave at 12:30 P. M., make 75 miles on run, arrive at their terminal at 12:50 A. M., and it takes them eighteen minutes to switch their train. Crew will be paid for service one day, six hours and thirty-three minutes. If this crew should arrive at their terminal twenty minutes late it will be

paid one day, six hours and fifty-three minutes. If the extra service commencing their regular run takes them over six hours, they would be paid one day, 12 hours and fifty-three minutes.

*Run No. 1007. 9 Hours, 100 Miles.*

The crew reports 6:00 A. M. at Oyster Bay. Has dead time in Long Island City from 9:00 A. M. to 12:00 o'clock noon and completes run at Oyster Bay at 3:00 P. M. Before registering at Long Island City crew is notified to perform continuous service; makes a round trip to Jamaica (20 miles) in three hours. No overtime to be allowed.

**FREIGHT SERVICE.**

If the time of a freight crew to report for a run should be 8:30 A. M. and, on account of heavy switching at its starting terminal, it should be found necessary to have this crew report at 7:30 A. M., it will be allowed continuous time.

*Run No. 2000. 10 Hours, 95 Miles.*

The crew reports at 7:30 A. M. and makes 95 miles, arriving at its terminal 7:30 P. M., will be paid one day and one hour (after June 1, 1911, it will be paid one day and two hours). If this crew should be called for anything outside of its regular work, such as snow-plow or other service, before its regular run commences and it takes from one to five and one-half hours, (five hours after June 1st), it will be paid one-half day.

If the extra service takes more than five and one-half hours, (five hours after June 1st, 1911), it will be paid one day. This will be paid to the crew in addition to its regular day's pay.

*Run No. 2001. 8 Hours, 59 Miles.*

Suppose this run should leave at 3:00 A. M. The crew is called at 2:30 A. M. and it arrives at its destination at 2:00 P. M., having fifteen minutes' switching to do. Crew will be paid one day and forty-five minutes. (After June 1, 1911, crew will be paid one day, one hour and forty-five minutes.)

**CONDUCTORS, TRAINMEN, ETC., NEW YORK CENTRAL & HUDSON RIVER RAILROAD.**

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 468, but was succeeded by another agreement April 1, 1909.]

**(a) DECISION OF ARBITRATORS.**

*Decision of Arbitrators Governing Rates of Pay and Certain Conditions of Employment of Passenger and Freight Conductors, Assistant Conductors, Train Baggage-men, Passenger Trainmen, Freight Brakemen and Flagmen, Yard Conductors and Yard Brakemen, and also Conductors and Trainmen in Mixed Train, Mine Run, and Pusher or Helper Service, in the Employ of the New York Central & Hudson River Railroad Company (including the West Shore Railroad) and the Boston & Albany Railroad Company.*

Under an agreement made April 12, 1910, between Mr. A. H. Smith, Vice-President and General Manager of the New York Central Railroad and the Boston & Albany Railroad, and Mr. A. B. Garretson, President of the Order

of Railway Conductors, and Mr. W. G. Lee, President of the Brotherhood of Railroad Trainmen, the questions of whether or not the above-designated employes on the properties named shall be accorded increases in pay, and if so, what such increases shall be and what changes in working conditions shall be made, were submitted to the undersigned as arbitrators, with an agreement that the award shall be effective as of April 1, 1910.

The limits of the arbitration are, on the one hand, the existing rates of pay and conditions of employment and, on the other hand, certain proposals submitted by the employes through their representatives, which are herein after stated and discussed *seriatim*.

For many years rates of pay of trainmen and yardmen in the territory east of Chicago, St. Louis and the Mississippi River have been lower than in the territory west of that line, and the differences were widened by substantial increases secured on the Western lines in 1903 and 1907. The employes on the eastern lines had their requests and proposals for increases of pay all ready for submission to the managements of the roads when the financial depression of 1907 occurred. Realizing the impossibility of securing at that time favorable consideration of such requests the proposals were withheld awaiting a revival of business conditions and of earnings, and early in the present year were presented generally to the managements of the roads east of Chicago and St. Louis and north of the lines of the Chesapeake & Ohio Railway.

Differing views have always been entertained and expressed as to the effect that should be given to changes in the cost of living. Whatever opinions may be held in connection with temporary fluctuations in such cost it must be and is conceded that present conditions warrant and require readjustment of wages of men who, like those here involved, have not had such readjustment. Evidently we have reached a permanently new basis of living and living costs which calls for substantial increase in wages to these men.

It happened that the efforts of the employes through their organizations to reach adjustment with an individual line were first made on the Baltimore & Ohio Railroad, and that, therefore, became the trial ground for the establishment of the higher scales of pay and of substantially uniform conditions on the roads in the territory described; and modifications of the original proposals of the employes made in that settlement necessarily established precedents of great weight in subsequent settlements on other lines.

The adjustment on the Baltimore & Ohio Railroad was agreed to between the management and the officers of the employes' organizations as a result of exhaustive negotiations and of the efforts of the Chairman of the Interstate Commerce Commission and the United States Commissioner of Labor, acting as mediators under the so-called Erdman Arbitration Act.

We recognize fully the importance and desirability of the nearest possible approach to uniformity in pay of employes in like service in a given territory, but the nearest approach to such uniformity has always recognized some variations on account of differing conditions on different lines of road. We shall award the rates and rules which we regard as the proper standards in this territory. At the same time we shall prescribe certain exceptions, due to local conditions, which are peculiar to this line, and shall postpone the effective date of a part of the increases awarded, solely because the increases

and the percentage of increase necessary to reach those standards on this system are much greater than were necessary on any system in this territory upon which settlement has been made, and much greater than will be necessary on any system in this territory of which we have knowledge.

#### PROPOSED BY EMPLOYEES:

**ARTICLE A.** On runs of 155 miles per day or over, the pay of passenger conductors on steam or electric trains to be 2.75 (2¾c. per mile); baggage-men 1.75 cents (1¾c.) per mile; flagmen and brakemen 1.65 (1 65/100c.) per mile.

This article proposes a uniform rate of pay per mile for employes in passenger train service in lieu of the existing rates, which vary according to the service and local conditions on the different divisions of the road. In the settlement on the Baltimore & Ohio the rates of pay for these employes, not otherwise specially provided for, were fixed as follows:

Passenger conductors . . . . .	2.68 cents per mile
Minimum monthly pay \$125.00.	
Baggagemen handling express . . . . .	1.65 cents per mile
Minimum monthly pay \$79.00.	
Baggagemen not handling express . . . . .	1.55 cents per mile
Minimum monthly pay \$75.00.	
Brakemen . . . . .	1.5 cents per mile
Minimum monthly pay \$70.00.	

In settlements just made on the New York, New Haven & Hartford and Boston & Maine Railroads, the pay of passenger train employes was fixed as follows:

Conductors . . . . .	2.68 cents per mile
Assistant Conductors or Ticket Collectors . . . . .	2.15 cents per mile
Baggagemen . . . . .	1.55 cents per mile
Brakemen . . . . .	1.50 cents per mile

with stipulations as to minimum month's pay the same as on the Baltimore & Ohio, and minimum day's pay as follows:

Conductors, both steam and electric. . . . .	\$4.20 per day
Assistant Conductors . . . . .	3.35 per day
Baggagemen . . . . .	2.75 per day
Brakemen . . . . .	2.55 per day

of ten hours or less; overtime pro rata.

It is argued by representatives of the company that the conditions on the New York Central are substantially different from those on either of the above referred to roads, particularly in that the New York Central has largely a four track line, has many through fast passenger trains upon which the runs are naturally and necessarily longer and upon which the employes easily make a much larger mileage within a given time. We are impressed with the force of this argument as applied to the long runs in fast through passenger train service on this road, and we find established precedents for differentiating between fast through trains on long runs and slower trains and shorter runs.

It is adjudged and awarded that in all passenger train service not otherwise specified herein, the standard rates of pay in both steam and electric service shall be:

Conductors . . . . .	2.68 cents per mile
Assistant Conductors . . . . .	2.15 cents per mile
Baggagemen . . . . .	1.55 cents per mile
Rear Trainmen (Flagmen) . . . . .	1.525 cents per mile
Brakemen . . . . .	1.50 cents per mile

#### EXCEPTIONS.

(a) On passenger trains upon which the men run through in either direction between New York and Buffalo; or Weehawken and Suspension Bridge or Buffalo; the pay shall be:

Conductors . . . . .	2.40 cents per mile
Baggagemen . . . . .	1.39 cents per mile
Rear Trainmen (Flagmen) . . . . .	1.37 cents per mile
Brakemen . . . . .	1.34 cents per mile

(b) On the through passenger train runs between Utica and Montreal, and on passenger train runs on the River, Hudson, Mohawk and Western Divisions other than those referred to in preceding paragraph (a), upon which the crews run more than 5,500 miles per month, the pay shall be as follows until January 1, 1911:

Conductors . . . . .	2.50 cents per mile
Baggagemen . . . . .	1.45 cents per mile
Rear Trainmen (Flagmen) . . . . .	1.42 cents per mile
Brakemen . . . . .	1.40 cents per mile

and on January 1, 1911, shall be advanced to the standard rates above awarded.

(c) It has been customary for both officers of railroads and employes to recognize the propriety of lower rates of pay on branch line runs where the traffic, the work and the responsibilities are comparatively light. Such runs are surrounded and influenced by local conditions which are not before us as to the following branch line runs: Possum Glory, Phillipsburg, Wallkill Valley, Chenango, Batavia and Attica, Herkimer and Poland, Clearfield and Keating, 30th Street, Mahopac, Penn Yan, Wellsboro, Clearfield Southern, Cape Vincent and DeKalb. With the understanding that these runs are to be the subject of adjustments between the employes and the company in the usual way, we refrain from fixing rates of pay therefor except to award that the men employed thereon shall be accorded increases in pay in harmony with their relationship to runs in the same territory that come under the minimum pay rules herein awarded, effective as of April 1, 1910.

#### PROPOSED BY EMPLOYES:

ARTICLE B. On runs of less than 155 miles per day, the pay of passenger conductors on steam or electric trains to be \$4.25 per day; baggagemen \$2.75 per day; flagmen and brakemen \$2.55 per day.

It is adjudged and awarded that minimum allowances for employes in both steam and electric passenger services for each day used shall be:

Conductors . . . . .	\$4.20 per day
Assistant Conductors . . . . .	3.35 per day
Baggagemen . . . . .	2.75 per day
Brakemen . . . . .	2.55 per day

exclusive of overtime; and that regular assigned passenger train employes who are ready for service the entire month and who do not lay off on their own accord shall receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors . . . . .	\$125.00
Assistant Conductors . . . . .	100.00
Baggagemen . . . . .	75.00
Rear Trainmen (Flagmen) . . . . .	72.50
Brakemen . . . . .	70.00

#### PROPOSED BY EMPLOYEES:

ARTICLE C. Ten hours or less, 155 miles or less, will constitute a day's work in passenger service. All over ten hours to be paid for as overtime and be computed from the time men are required to report for duty and to continue until they are relieved from duty at the end of run, and will be paid for at the following rates: Conductors 42 cents, baggagemen 27 cents, flagmen and brakemen 25 cents per hour. Less than 30 minutes not to be counted; 30 minutes or over to be paid for as one hour.

All regularly assigned passenger crews will be guaranteed not less than 155 miles per day for the calendar working days of the month.

The conditions on the Boston & Albany are substantially similar to those on the competing New York, New Haven & Hartford and Boston & Maine systems, and there appears to be no good reason why this rule should not be substantially the same for those lines.

In computing overtime the general practice has been to disregard fractions of an hour less than 30 minutes and to count fractions of more than 30 minutes as full hours. This practice has been found objectionable in many ways to both companies and employes. It is open to and has led to abuses. The theory underlying a mileage schedule of pay is that the employe will be paid for all the service he renders, and the company will not pay for any service that it does not get. Upon that same principle rests the logical contention that the pay of employes shall begin at the time at which they are required to report for duty. That principle applied to computation of overtime dictates that overtime should be paid for actual overtime worked or held for duty. There is no good reason why the employe should work 29 minutes overtime for nothing, or why the company should pay one hour's pay for 31 minutes of overtime.

It is adjudged and awarded that New York Central passenger train employes on short turn-around runs, no single trip of which exceeds 80 miles, including suburban service, shall be paid overtime for all time actually on duty or held for duty in excess of 8 hours (computed on each run from time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours computed continuously from time first



required to report to final release at end of last run. All other New York Central passenger train employes shall be paid for overtime on the basis of 20 miles per hour, computed from the time required to report for duty until released, and separately for each part of a round-trip run.

In passenger train service on the Boston & Albany Railroad the Boston-Springfield and Springfield-Albany runs shall be paid overtime on the above basis of 20 miles per hour. On all other Boston & Albany passenger runs ten hours or less shall constitute a day, and all time in excess of ten hours, computed continuously from the time required to report to final release at the end of last run, shall be paid for as overtime.

Overtime in passenger train service shall be computed for each employe on the basis of actual overtime worked or held for duty, and at the following rates:

Conductors . . . . .	42 cents per hour
Assistant Conductors . . . . .	33 cents per hour
Baggagemen . . . . .	25 cents per hour
Rear Trainmen (Flagmen) . . . . .	24 cents per hour
Brakemen . . . . .	24 cents per hour

See exception on page 12.

#### PROPOSED BY EMPLOYEES:

ARTICLE D. Milk trains will be given the same rate of pay which applies to the branch of service in which they are classed on any line November 1, 1909. If not classed in either freight or passenger service, not a lesser rate of increase will be given than is given in freight service.

Milk trains must of necessity be run to meet the varying requirements on different roads and on different divisions of the same road. A fixed rule of general application would be impracticable.

It is adjudged and awarded that the rates of pay of Conductors and Trainmen on milk trains shall be increased by the same percentage as the rates in through freight train service on the same district are increased by this arbitration.

#### PROPOSED BY EMPLOYEES:

ARTICLE E. Reductions in crews or increases of mileage in passenger service from assignments in effect November 1, 1909, will not be made for the purpose of offsetting these increases in wages.

Unlike men in ordinary industrial trades, employes on trains must, in order to enjoy any of the advantages and comforts of home life, have their runs so adjusted as to give them the greatest practicable amount of time at home. If, therefore, an increase in pay were to be offset by a readjustment of runs, which not only increased the duties and service of the employes, but served to keep them away from their homes and thus add to their cost of living, it would be a vain accomplishment and be most unsatisfactory. On the other hand, the exigencies of the business are such that the responsible managing officers of the road must have reasonable leeway within which to adjust the number and time of their trains and the points between which they will run

in such way as to best and most satisfactorily serve the public. Therefore, a reasonable fixed rule on this subject is outside the limits of possibility.

It is adjudged and awarded that reductions in crews or increases of mileage in passenger train service shall not be made for the purpose of offsetting these increases in wages. This, however is not to be understood as preventing readjustment of runs in short turn-around and suburban service, that are paid under minimum rules, for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews.

#### PROPOSED BY EMPLOYEES:

**ARTICLE F.** Through and irregular freight service to be paid as follows: Conductors 3.8 cents (3 8/10c.) per mile, flagmen 2.63 cents (2 63/100c.) per mile, brakemen, 2.53 cents (2 53/100c.) per mile; runs of 100 miles or less, either straight-away or turn-around to be paid for as 100 miles.

This proposal was modified in the settlement on the Baltimore & Ohio Railroad to the general basis of:

Conductors . . . . .	3.83 cents per mile
Flagmen . . . . .	2.525 cents per mile
Brakemen . . . . .	2.42 cents per mile

with allowance of 100 miles for run of 100 miles or less either on straight-away or turn-around runs. The same rates have since been established in adjustments on the New York, New Haven & Hartford and Boston & Maine Railroads.

It is contended on the one hand that the physical conditions, additional tracks, grades, classifications of trains, etc., on the New York Central justify lower rates per mile for through freight service than in the other roads named, and that the rates should be less per mile for fast through freight trains than on slow through freight trains, as is provided for and recognized in the existing New York Central pay schedule. On the other hand, it is contended that all through freight runs should be paid the same rate per mile, and this is a general or almost universal practice.

An analysis of the freight runs on the New York Central shows that of the freight train mileage about 40 per cent is local and pick-up service, about 30 per cent is slow through freight, and about 30 per cent fast through freight.

It is adjudged and awarded that in through freight train service the standard rates of pay shall be:

Conductors . . . . .	3.63 cents per mile
Flagmen . . . . .	2.525 cents per mile
Brakemen . . . . .	2.42 cents per mile

Runs of less than 100 miles shall be paid at 100 miles; but the representatives of the company and of the employees may agree upon certain instances in which an individual employe or a crew, not having made 100 miles, may make two or more short runs in continuous service without being entitled to 100 miles allowance for each such trip.

**EXCEPTION:**

On the Hudson, Mohawk, Western, and River Divisions of the New York Central, the rates in through freight train service shall be as follows until January 1, 1911:

Conductors . . . . .	3.4 cents per mile
Brakemen . . . . .	2.35 cents per mile

and on January 1, 1911, shall be advanced to the standard rates above awarded.

**PROPOSED BY EMPLOYEES:**

**ARTICLE G.** Local or pick-up service to be paid as follows: Conductors 4.05 cents (4 1/20c.) per mile; flagmen 2.8 cents (2 8/10c.) per mile; brakemen 2.7 cents (2 7/10c.) per mile; 100 miles or less to be paid for as 100 miles. Where regularly assigned local crews working less than the calendar working days of the month are employed, they will be guaranteed not less than 100 miles for each calendar working day.

These proposed rates were modified in the settlement on the Baltimore & Ohio Railroad to the following general basis:

Conductors . . . . .	\$3.975 per day.
Flagmen . . . . .	2.80 per day.
Brakemen . . . . .	2.70 per day.

100 miles or less or ten hours or less to constitute a day; mileage in excess of 100 miles on any run or hours in excess of 10 paid for additional, pro rata.

The same rates were adopted on the New York, New Haven & Hartford and Boston & Maine Railroads, and the theretofore existing provision that 75 miles or less will be paid for as 100 miles was continued.

It is adjudged and awarded that in local freight, pick-up and drop service men shall be paid as follows:

Conductors . . . . .	\$3.975 per day.
Flagmen . . . . .	2.80 per day.
Brakemen . . . . .	2.70 per day.

Mileage in excess of 100 miles in any day shall be paid for in addition, pro rata.

**PROPOSED BY EMPLOYEES:**

**ARTICLE H.** In all freight service 100 miles or less, ten hours or less to constitute a day's work; overtime after ten hours. On runs of over 100 miles, overtime will be paid on a basis of speed of ten miles per hour. The working time of men to begin at time required to report for duty and to continue until released from duty at end of run. Overtime to be paid for at the rate of ten miles per hour for class of service performed. Less than 30 minutes not to count, 30 minutes or over to be paid for as one hour.

This proposal is an accepted and long established rule, except that in the past it has been generally customary to compute the employes' pay from the time set for them to leave, although the New York Central rule has been to compute the time from 30 minutes before the time set to leave, and the Boston & Albany rule has been substantially that now sought. It is now proposed that the time shall begin at the time employes are required to report for duty. Central duties performed by employes before leaving are

performed under rules and requirements of the railroad company, and are in fact the work of the railroad company, and ought to be paid for as such.

It is adjudged and awarded that in all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less or ten hours or less shall constitute a day's work; that on runs of 100 miles or less overtime shall be paid for time in excess of ten hours, and on runs of over 100 miles overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men shall begin at the time they are required to report for duty, and do so report, and shall continue until they are relieved from duty at end of run.

Overtime shall be computed for each employe on the basis of actual overtime worked or held for duty, and be paid for at the rate of 10 miles per hour for the class of service performed.

#### PROPOSED BY EMPLOYEES:

**ARTICLE I.** Work, construction or wrecking trains to be paid through freight rates; 100 miles or less, 10 hours or less, to constitute a day's work, overtime pro rata.

At the present time employes in work, construction and wrecking train service on the New York Central are paid higher rates than in through freight train service, the conductor's rate being \$3.50 and the brakeman's rate \$2.50.

It is adjudged and awarded that in work, construction and wrecking train service, including ballast and filling service, men shall be paid through freight rates, except that on the New York Central the brakeman's present rate of \$2.50 per day shall be continued.

One hundred miles or less, ten hours or less, shall constitute a day's work; overtime, computed for each employe on the basis of actual overtime worked or held for duty, pro rata.

#### PROPOSED BY EMPLOYEES:

**ARTICLE J.** The same increases as given in freight service to be also given in mixed, mine, and all other freight service. In all classes of freight, mixed, helper and other freight service not over 10 hours will be required for a day's work. Overtime after 10 hours pro rata rates.

Conductors and trainmen in mixed train, mine run, and pusher or helper service are classified in present pay schedule.

It is adjudged and awarded that runs or service in mixed train, mine run, and pusher or helper service shall be continued in the present classifications, and conductors and trainmen employed therein shall be given the same increases in pay as are given to those respective classifications.

#### PROPOSED BY EMPLOYEES:

**ARTICLE K.** The increases herein requested to apply to all rates for special or incidental services, as specified in the individual schedules.

Local conditions necessitate more or less incidental service on certain divisions of the road for which special regulations must be provided according to the local requirements of the company and of the men.

It is adjudged and awarded that rules governing such services not provided

for herein shall be arranged between the officers of the company and representatives of the employees upon bases consistent and in harmony with the rate and rules herein awarded.

#### PROPOSED BY EMPLOYEES:

ARTICLE L. Deadheading in freight or passenger service to be paid for at full rates for the class of service in which regularly engaged. Trainmen running with light engines, or engine and caboose, will be paid full through freight rates.

Where individual employees are deadheaded it is usually practicable and customary to deadhead them on passenger trains. Where freight crews are deadheaded it is generally necessary to also deadhead their cabooses, and generally desirable, especially when men are deadheading away from their home terminals, that they should go with their cabooses. The exigencies of the service and the necessity at times of deadheading men on shortest notice make an inflexible rule as to the manner of deadheading men impracticable.

The present rule on the Boston & Albany allows men full pay for deadheading.

It is adjudged and awarded that on the Boston & Albany the present rule for payment of full time for deadheading, and the exception thereto as to extra men, shall be continued in force; that on the New York Central employees deadheading on passenger trains shall be paid one-half mileage rates for the class of service in which they are engaged, and when deadheading on freight trains shall be paid at full mileage rates for the class of service in which engaged, and that on both, the New York Central and the Boston & Albany, trainmen running with light engines or with engine and caboose shall be paid through freight rates.

#### PROPOSED BY EMPLOYEES:

ARTICLE M. With trains of over 30 cars, exclusive of caboose, the practice of doubleheading is to be discontinued, except as hereinafter provided. Doubleheaders may be run on any district, when necessary on account of inclement weather or to avoid running the engine light, or in moving engines to and from shops, provided the rating of the heaviest engine handling train is not exceeded. In case of an accident to any engine, consolidation may be effected with another train, and the consolidated train brought into terminal if practicable.

In the settlement on the Baltimore & Ohio Railroad it was agreed that consideration of this proposition would be postponed and that the parties would join in an effort to have the subject taken up in a joint conference for all the roads in the territory alike, and the proposal was disposed of in the same way on the New York, New Haven & Hartford and Boston & Maine Railroads. The percentage of doubleheading in freight service on the New York Central road is small, and in view of these facts we do not deem it consistent or proper to establish a rule or precedent in this proceeding.

It is adjudged and awarded that the New York Central and Boston & Albany Railroads shall join in arrangements for and in representation at such conference.

## PROPOSED BY EMPLOYEES:

ARTICLE N. The Chicago standard rates of pay to govern in all yards; 10 hours or less to constitute a day's work. Overtime pro rata.

Since this proposal was first submitted the Chicago scale of pay for yard conductors and yard brakemen has been increased 3 cents per hour for each of those classes, and corresponding increases of 3 cents per hour have been voluntarily made to the same employes of the New York Central and Boston & Albany roads. At present the yard service on the New York Central Railroad is divided into six groups, with a different scale of pay for each group. The yards on the Boston & Albany are all in one group, with one scale of pay, excepting South Framingham yard. The proposal of the employes if adopted would place all of the yards in one class and would apply to all of them the highest scale of pay.

The proposal was modified in the settlements on the Baltimore & Ohio, New York, New Haven & Hartford, and Boston & Maine roads, and the different yards have been classified in groups according to the importance of the yard and the character of the work done there, and with a scale of pay for each group.

We are not prepared to say that the employes in the less important yards shall be now put upon the same basis of pay as the men in the more important yards and the large switching centers. We think that the yards should be classified in three groups; that in the yards in the second group the men should be paid one cent per hour less than in the first group, and in the third group two cents per hour less than in the first group.

Recent adjustments made between these organizations and the managements of other roads have fixed rates of pay for yard conductors and yard brakemen at Cleveland and other important switching centers east of Chicago at one cent per hour less than the Chicago scale. That basis, one cent below the Chicago scale, has for a long time obtained at Buffalo and in the terminals of the New York Central at New York Harbor.

It is adjudged and awarded that in the following yards of the Boston & Albany Railroad: Rensselaer, West Springfield, Springfield, Worcester, Beacon Park, East Cambridge, East Boston and Boston; and in the following yards of the New York Central Railroad: Buffalo, East Buffalo, Rochester, East Rochester, Suspension Bridge, Niagara Falls, Syracuse, DeWitt, Utica, West Albany, Albany, Rensselaer and New York Harbor points the rates of pay shall be:

Day Conductors .....	37 cents per hour.
Day Brakemen .....	34 cents per hour.
Night Conductors .....	39 cents per hour.
Night Brakemen .....	36 cents per hour.

That in the Pittsfield Junction yard of the Boston & Albany Railroad; and in the following yards of the New York Central Railroad: Ravena, Lyons, Tonawanda, Oswego, Watertown, Corning, Newberry Junction, Avis, Clearfield, Troy and Schenectady, the rates of pay shall be:

Day Conductors .....	36 cents per hour.
Day Brakemen .....	33 cents per hour.
Night Conductors .....	38 cents per hour.
Night Brakemen .....	35 cents per hour.

That in all other yards the rates shall be:

Day Conductors .....	35 cents per hour.
Day Brakemen .....	32 cents per hour.
Night Conductors .....	37 cents per hour.
Night Brakemen .....	34 cents per hour.

and that in all yards 10 hours or less shall constitute a day's work; overtime, computed for each employe on the basis of actual overtime worked or held for duty, *pro rata*.

#### PROPOSED BY EMPLOYES:

ARTICLE O. Upon roads having a better basis for a day's work or for payment of overtime, or other rates or allowances in passenger, freight, yard, mixed, work train service, or other services, the adoption of the foregoing rates and rules not to operate as a reduction thereof.

Pursuant to agreement between the principals in this proceeding:

It is adjudged and awarded that neither this award nor any minor adjustment made thereunder shall operate to reduce the compensation now paid for any service under the pay schedule.

In the schedule of January 1, 1907, it is specified that certain runs will be considered local pick-up and drop train. That classification of those runs is hereby continued.

The present schedule contains certain rules affecting the compensation of the employes for special or incidental service, based, of course, upon present standards of pay. In so far as such rules are in conflict with and are absorbed by this award they are abrogated. Aside from such conflict or absorption these rules, and other rules affecting services and compensation of these employes, are subject to adjustment between the management and the employes, consistent with the new standards of compensation here awarded.

In numerous instances the present schedule provides that employes shall have certain days off duty. These allowances evidently were intended to affect or be a part of the employe's compensation. It is to be understood that the new rates and rules here awarded do not contemplate continuance of these allowances except in instances in which the new adjustment does not fully compensate the employes for discontinuance of same, and in instances in which the management and the employes hereafter agree upon such allowances.

The present schedule provided for certain baggagemen who also handle express business. Their compensation is paid in part by the express company. The conditions of their service and compensation vary on different parts of the road and on different runs. The details of the adjustment of the compensation of this class of employes are hereby left to negotiations between the officers of the company and the committees of employes, with the understanding that they shall be accorded increases in pay proportionate and harmonious with those herein awarded to other baggagemen.

On the Ontario Division and the St. Lawrence Division (formerly R. W. & O.) present pay schedule provides for numerous allowances of constructive mileage, largely upon runs which no longer exist. It is understood that these special constructive mileage allowances will be discontinued, excepting that present pay of brakemen on Utica-Ogdensburg freight runs shall not be reduced. The rates and rules herein awarded will be generally

applied. Oswego, Watertown, Syracuse and Utica shall be considered terminals for freight runs and freight runs between any two of those terminals beginning and ending thereat shall be paid as 100 miles. For example, a trip from Salina or Syracuse to Watertown will be paid as 100 miles, and a trip from Salina to Syracuse to Watertown and return to Salina or Syracuse will be paid as 200 miles.

PROPOSED BY EMPLOYEES:

ARTICLE P. Application of Sixteen-Hour Law.

This proposal developed no substantial difference of opinion between the parties to this arbitration.

It is adjudged and awarded that:

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

E. E. CLARK,  
P. H. MORRISSEY,

*Arbitrators.*

New York, N. Y., May 4, 1910.



**EXCEPTION (See Page 5):**

The award of overtime on short turn-around passenger runs on the New York Central, no single trip of which exceeds 80 miles, including suburban service, provides for overtime on runs upon which none has heretofore been paid. It inaugurates an entirely new basis for overtime on this road, and it is deemed advisable and fair to make that particular part of the award effective June 1, 1910, and it is so adjudged and awarded.

E. E. CLARK,

P. H. MORRISSEY,

*Arbitrators.***(b) RATES OF PAY.****PASSENGER SERVICE.**

In all passenger train service, not otherwise specified herein, standard rates of pay in both steam and electric service shall be:

	Cents Per Mile.
Conductors . . . . .	2.68
Assistant Conductors . . . . .	2.15
Baggagemen . . . . .	1.55
Rear Trainmen (Flagmen) . . . . .	1.525
Brakemen . . . . .	1.50

**EXCEPTIONS.**

A. On trains on which men run through in either direction between New York and Buffalo, or Weehawken and Suspension Bridge or Buffalo, the pay shall be:

	Cents Per Mile.
Conductors . . . . .	2.40
Baggagemen . . . . .	1.39
Rear Trainmen (Flagmen) . . . . .	1.37
Brakemen . . . . .	1.34

B. On through trains between Utica and Montreal, and on the River, Hudson, Mohawk and Western Divisions, other than trains operating between New York, Weehawken and Buffalo and Suspension Bridge, upon which the crews make more than 5,500 miles per month, the rates until January 1, 1911, shall be as follows: (On January 1, 1911, the rates shall be advanced to the standard rates as outlined above.)

	Cents Per Mile.
Conductors . . . . .	2.50
Baggagemen . . . . .	1.45
Rear Trainmen (Flagmen) . . . . .	1.42
Brakemen . . . . .	1.40

## SPECIFIED RUNS.

C. The following rates shall be paid in branch line passenger service:

## WESTERN DIVISION.

## Chenango Branch:

## Syracuse crew—

Conductor . . . . .	\$105.00
Baggageman . . . . .	62.00
Trainman . . . . .	62.00

## Earlville crew—

Conductor . . . . .	\$122.00
Baggageman . . . . .	70.00
Trainman . . . . .	70.00

## MOHAWK DIVISION.

## Milk Trains Nos. 9 and 18—

Conductors . . . . .	.0268 per mile
Minimum daily wage . . . . .	\$4.60
Milk messengers, baggagemen and trainmen . . . . .	.0155 per mile
Minimum daily wage . . . . .	\$2.75

In all other milk train service, passenger rates shall be paid.

## HUDSON DIVISION.

## 30th Street and Spuyten Duyvil Branch—

Conductor . . . . .	\$105.00
Trainman . . . . .	60.00
Baggageman . . . . .	60.00

Milk train service to be paid passenger rates.

## HARLEM DIVISION.

## Mahopac Branch—

Conductor . . . . .	\$110.00
Baggageman . . . . .	66.00
Trainman . . . . .	62.00

## HARLEM AND ELECTRIC DIVISIONS.

Baggagemen on Nos. 4 and 17 and on New York, Pawling and White Plains run who act as assistant conductors, shall receive \$5.00 additional per month.

## HARLEM AND PUTNAM DIVISIONS.

Milk trains shall be paid local freight rates.

## RIVER DIVISION.

## Wallkill Valley Branch—

## Kingston and Montgomery crew—

Conductor . . . . .	\$115.00
Baggageman . . . . .	69.00
Trainman . . . . .	69.00

**Kingston and Campbell Hall crew—**

Conductor . . . . .	\$120.00
Baggageman . . . . .	69.00
Trainman . . . . .	69.00

The following mixed runs shall be paid local freight rates:

Between Kingston and Catskill,  
Dumont and Weehawken,  
Haverstraw Pusher.

Passenger crews deadheading on passenger trains between Weehawken and Newburgh shall be allowed one-quarter day; between Weehawken and West Haverstraw, one-quarter day; between Weehawken and Ravena or Weehawken and Albany, one-half day; between Weehawken and Kingston, one-third day.

**ST. LAWRENCE AND ONTARIO DIVISIONS.****Cape Vincent Branch—**

Conductor . . . . .	\$115.00
Baggageman . . . . .	69.00
Trainman . . . . .	65.00

**Milk Trains—**

Conductors . . . . .	.0268 per mile
Minimum daily wage . . . . .	\$4.60
Milk messengers, baggagemen and trainmen . . . . .	.0155 per mile
Minimum daily wage . . . . .	\$2.75

Crew of No. 19 returning with extra freight, and crew of G. & O. Branch shall be paid through freight rates.

Crew of No. 90, Rome Branch, Utica to Oswego and return to Utica, shall be paid passenger rates.

**PENNSYLVANIA DIVISION.****Penn Yan Branch—**

Conductor . . . . .	\$115.00
Baggageman . . . . .	69.00
Trainman . . . . .	69.00

**Wellsboro Branch—**

Conductor . . . . .	\$115.00
Baggageman . . . . .	69.00
Trainman . . . . .	Through freight rates

**Morris Run Branch—**

Conductor . . . . .	\$115.00
Brakeman . . . . .	Through freight rates

**Phillipsburg Branch—**

Conductor . . . . .	\$110.00
Trainman . . . . .	62.00

**Rossiter Branch—**

Conductor and station agent . . . . .	\$105.00
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**MINIMUM ALLOWANCE.**

Minimum allowance for employes in passenger service for each day used, exclusive of overtime, shall be:

	Per day.
Conductors . . . . .	\$4.20
Assistant conductors . . . . .	3.35
Baggagemen . . . . .	2.75
Brakemen . . . . .	2.55

Regularly assigned passenger train employes who are ready for service the entire month and who do not lay off of their own accord shall receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors . . . . .	\$125.00
Assistant conductors . . . . .	100.00
Baggagemen . . . . .	75.00
Rear trainmen (flagmen) . . . . .	72.50
Brakemen . . . . .	70.00

Passenger train employes on short turn-around runs, no single trip of which exceeds eighty miles, including suburban service, shall be paid overtime for all time actually on duty or held for duty in excess of eight hours (computed on each run from the time required to report for duty to end of that run), within twelve consecutive hours, and also for all time in excess of twelve consecutive hours computed continuously from time required to report until finally released at the end of last run. All other passenger train employes shall be paid for overtime on the basis of twenty miles per hour, computed from time required to report for duty until released, and separately for each part of round trip. Overtime shall be computed for each employe on basis of actual overtime worked or held for duty at the following rates:

	Cents per hour.
Conductors . . . . .	42
Assistant conductors . . . . .	33
Baggagemen . . . . .	25
Rear trainmen (flagmen) . . . . .	24
Brakemen . . . . .	24

**FREIGHT SERVICE.**

Freight train service, unless otherwise specified:

	Cents per mile.
Conductors . . . . .	3.63
Flagmen . . . . .	2.525
Brakemen . . . . .	2.42

On the Hudson, Mohawk, Western and River Divisions the rates in through freight service until January 1, 1911, shall be as follows: (On January 1, 1911, the rates on these Divisions shall be advanced to the standard rates named above.)

	Cents per mile.
Conductors . . . . .	3.4
Brakemen . . . . .	2.35

## LOCAL FREIGHT SERVICE.

All local freight, pick-up and drop service shall be paid as follows:

	Per day.
Conductors . . . . .	3.975
Flagmen . . . . .	2.80
Brakemen . . . . .	2.70

Work, construction and wrecking train service, including ballast and filling service, shall be paid through freight rates except that brakemen shall be paid \$2.50 per day.

## SPECIFIED RUNS.

## WESTERN DIVISION.

Crews running between DeWitt and Corning shall be paid Pennsylvania Division rates.

Trains running between the following points shall be considered local, pick-up and drop trains:

East Rochester and Canandaigua,  
 East Rochester and Obarlotte,  
 East Rochester and Fairport,  
 East Buffalo and Oakfield,  
 East Buffalo and Suspension Bridge,  
 Depew Special,  
 DeWitt and Syracuse,  
 DeWitt and Auburn,  
 Lyons and Auburn, via Geneva.

Brakemen on pusher engines shall receive \$2.70 per day of ten hours.

Freight crews between West Seneca and East Buffalo via Seneca Street shall receive one-quarter day; between East Buffalo and Suspension Bridge, one-quarter day.

## MOHAWK DIVISION.

Following runs shall be considered local pick-up and drop trains:

Frankfort and New York Mills,  
 Troy and Rensselaer,  
 Troy, Green Island, Cohoes and B. & M. Yard,  
 Utica and Broad Street.

## ADIRONDACK DIVISION.

All freight trains to be classed as local, pick-up and drop trains.

## HUDSON DIVISION.

Conductors and brakemen deadheading from 63th Street to Mott Haven Yard and return for train shall receive one-half pay and stand first out.

## RIVER DIVISION.

Following runs shall be considered local, pick-up and drop trains:

Weehawken and Cornwall,  
 Weehawken and Kingston,  
 Kingston and New Paltz,

Kingston and Ravena,  
Ravena and Albany,  
Ravena and Newburgh,  
Weehawken and Newburgh and Congers Ice train.

#### ST. LAWRENCE AND ONTARIO DIVISIONS.

Crews working on Dexter, Massena Springs, Gouverneur and Potsdam shifting engines shall be paid local freight rates.

Present pay of brakemen on Utica, Ogdensburg freight trains Nos. 91 and 92 shall not be reduced.

#### PENNSYLVANIA DIVISION.

Train crews on mine runs will be paid road rates.

Brakemen working with pusher engines will be paid through freight rates.

#### GENERAL RULES AND OVERTIME ARRANGEMENT.

In all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less or ten hours or less shall constitute a day's work; on runs of 100 miles or less overtime shall be paid for time in excess of ten hours, and on runs of over 100 miles overtime shall be paid for that time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men shall begin at the time they are required to report for duty, and do so report; and shall continue until they are relieved from duty at end of run.

Overtime shall be computed for each employee on basis of actual overtime worked or held for duty, and be paid for at the rate of ten miles per hour for the class of service performed.

In freight service runs of less than 100 miles shall be paid as one hundred miles. This not to change assigned runs. The Superintendent and Local Committee to agree as to points where extra crews make two or more short runs in continuous service without being entitled to one hundred miles for each trip.

Employees deadheading on passenger trains shall be paid one-half mileage rates for class of service in which they are engaged, and when deadheading on freight trains shall be paid full mileage rate for class of service in which they are engaged.

Train crews running with light engine or engine and caboose shall be paid through freight rates.

Employees in train or yard service called to deadhead shall be allowed a minimum of fifty miles for the deadhead trip unless on arrival at destination of such trip they are called for service within a period of five hours from time of commencing deadhead trip, in which event the service shall be continuous from the time they were required to report for the deadhead trip.

#### GENERAL RULES.

##### *Passenger Men Called or Held:*

1. Passenger crews called or held at terminals to make an extra trip will be allowed 100 miles if less than six hours, and one day if in excess of six hours or over 100 miles.

*Extra, Excursion and State Fair Service:*

2. In excursion and extra passenger service employees shall be paid standard passenger rates with a minimum as provided in schedule. Overtime in this class of service shall be paid after twelve hours.

Employees in train service used in State Fair service shall receive the same compensation they would have received had they been employed on their regularly assigned runs. Minimum rate for trainmen to be 25 cents per hour; 12 hours.

*Extra Passenger Service:*

3. All regular extra passenger conductors held for extra service shall be paid \$4.20 per day.

All regular extra passenger trainmen held for extra service shall be paid \$2.55 per day.

If held for service six hours or less and then assigned they shall be paid one-half day as regular extra conductor or trainman; if held over six hours they shall be paid for actual hours held and proper mileage for time on road except that when the mileage and time does not exceed the minimum day's work, including time held for service, they shall be paid for one day at the minimum rate.

*Trips Off:*

4. All trips off for through passenger crews will be bulletined as early each month as possible.

*Promotion:*

5. Promotion in train service shall be from the oldest eligible freight conductor to extra passenger conductor, and from extra passenger conductor to passenger conductor, excepting in the districts of suburban travel where there may be an insufficient supply of freight conductors to select from, for which service the superintendents may promote from the oldest eligible train baggage-man passenger trainmen or freight brakemen to assistant passenger conductors, from assistant passenger conductors to extra passenger conductors, and from extra passenger conductor to passenger conductors, when they are able to pass proper examinations and are otherwise qualified, but so far as possible it is desirable to promote men to passenger conductors from freight conductors. After a man has been appointed a passenger conductor it shall be probationary for one year, and his continuance as such after that time shall depend wholly upon his efficiency, courteousness and appearance.

*Promotion:*

6. The line of promotion, except on the Pennsylvania Division, shall be from freight brakeman to freight conductor. Time in passenger service shall equal time in freight service, and vice versa, but no passenger trainman, train baggage-man or assistant passenger conductor shall be promoted to the position of freight conductor unless he has served ten months as freight brakeman on the division on which he is to be promoted, three months of which must have been served immediately prior to such promotion, and he is otherwise qualified.

*Promotion on Penn. Division:*

On the Pennsylvania Division the line of promotion shall be from freight brakeman to extra passenger trainman, and from extra passenger trainman to regular passenger trainman or train baggage-man, and from passenger trainman, baggage-man or freight brakeman to freight flagman and from freight flagman to freight conductor.

*Reducing Crews:*

7. When employees in freight service do not make 3,000 miles in extra freight service for one month, the number in service shall be reduced according to seniority. Men reduced under this rule retain their rights and seniority. This not to apply to men dismissed from the service.

*Discharged and Reinstated:*

8. Employees in train and yard service discharged from the service of the Company forfeit their seniority unless reinstated within one year. Men leaving the service of the Company of their own accord will forfeit their seniority. When men are reinstated the Superintendent will notify the General Chairman in writing; bulletin of reinstatement to be posted within ten days.

*Doubling:*

9. When employees in freight service are required to double any portion of the road, they will be paid actual miles for same. All "doubles" to be considered in estimating overtime.

*Called and Not Used:*

10. Freight conductors, brakemen or flagmen called for service and not used will be allowed one-half day's pay and stand first out; if held over five hours they shall be paid one day's pay and stand last out; rate of pay to be based on service for which they are called.

*Advertising Runs and Examination for Promotion:*

11. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur, bidding will close in not more than ten days after the run is posted. The oldest candidate bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for vacancies will not effect seniority. After time has expired on runs which have been up for bids, the names of those assigned to the runs shall be posted promptly. A trainman called for examination for promotion to position of conductor shall be entitled to three trials not more than two months apart. If he fails on his first examination and passes on the second or third, his rights as conductor will date from the time of first examination according to his age in the service.

*Passenger Conductors Wanted:*

When conductors are required for passenger service the notice will be posted on proper bulletin boards.

*Freight Conductors Wanted:*

When conductors are required for freight service, the notice will be posted on proper bulletin boards, promotion to be given to the oldest bidder, all things being equal, and providing he is able to pass the required examination.

*Pay for Freight and Passenger Service:*

12. When freight and passenger service are performed on any day the rate of pay allowed will be that for which the greater number of hours' service is performed. If the greater number of hours' service is passenger, it will be passenger pay, and if the greater number of hours' service is freight, it will



be freight pay, excepting the special cases which we have under our present practice and which will be mentioned in detail.

*Temporary Vacancies:*

13. Temporary vacancies of thirty days or more will be filled by the oldest employee in that class of service desiring same, all things being equal — but if from ten to thirty days, such vacancies are to be filled by the oldest extra men in service desiring same, all things being equal. When the original holder of the run returns or the man holding the run conditionally is displaced, he will return to the run he originally held, and so on to the end of the list, each man going to the run he originally held.

Crews in rounds service will not be considered regular crews in the application of this rule.

*Displacement:*

14. Employees in train and yard service displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service.

A man is considered displaced:

1st — When his initial run is taken from him or changed to another terminal.

2nd — When he is removed to make way for an older man.

3rd — When the run is taken off.

4th — When there is no work in the position for a period of five consecutive days.

The Superintendent, General Chairman, General Secretary and Local Chairman to be the judges as to whether a man is displaced or not in cases not covered by the above.

A man displaced under the above rules shall make application for a run held by a younger man within fifteen days from date of displacement, or shall be considered to have waived his right to displacement under the rules.

*Investigation and Discipline:*

15. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen and yardmen shall not be disciplined without proper investigation being made, but they may be suspended pending such investigation, which shall be held within ten days. Suspension must begin not later than thirty days after said investigation. They may, if they so desire, be allowed to choose some other passenger or freight conductor, assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman or yardman, or local chairman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case, all persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of men who have suffered suspension and been found blameless shall remain as previous thereto, and they shall be paid for lost time. Men shall be notified of cause and length of suspension.

*Rest Allowed:*

16. Employees in train and yard service will not be required to perform service without sufficient rest, but in no case will more than twelve hours be allowed when their services are required. Freight men will not be deprived of their cabooses during that time, except in case of emergency.

*Time Not Allowed:*

17. Employees in train service will be advised in writing when time is not allowed as per time slip, and reasons stated.

*Promoted to Official Positions:*

18. Employees in train and yard service promoted to official positions will retain their seniority. When they return to train or yard service will be governed by Rule 14.

*Leaving Service for Clerical Positions:*

19. Employees in train or yard service leaving train or yard service to go into clerical positions will lose their rights in train or yard service, except when filling temporary positions or in case of sickness or accident.

*Reporting for Duty:*

20. Employees in train service will be required to report for duty thirty minutes before leaving time, and if required to be on duty before that time they shall be paid extra compensation.

*Rights of Employees in Train Service:*

21. The rights of employees in train service will be confined to their respective divisions or districts in accordance with present practice, unless otherwise agreed.

*Transferred to Other Divisions:*

22. When employees in train or yard service are transferred to another division or district, they will rank in seniority as new men.

*Seniority:*

23. Roadmen will have no seniority rights in yards, nor yard men on the road.

*Remaining on Duty:*

24. Any member of a train crew required to remain on duty on arrival at terminal longer than other members of the train crew will be allowed continuous time for time so held, and conductors will render time slips accordingly.

*Coaling Engines:*

25. Road crews will not be required to coal engines except in case of emergency.

*Deadheading and Cut-out:*

26. Men in freight service deadheading from one terminal to another and cut out at intermediate point for other service, shall be allowed one hundred miles for deadheading to such intermediate point, and if held there more than ten hours shall be allowed one hundred miles therefor at through freight rate.

*Cutting and Coupling Hose:*

27. When practicable, passenger trainmen will not be required to cut or couple hose, or shift trains, at terminals where shifting crews or car inspectors are located.

*Tending Switches or Crossings:*

28. All employees in train or yard service when required to tend switches or crossings, or do any work outside of their regularly assigned work, shall

receive their regular rates of pay. When road men are required to work in yards they shall receive road rates or yard rates, whichever is the higher.

*Pilots:*

29. When assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are used as pilots, they will receive pay at the rate conductor would receive for running such train.

*Compelled to Move:*

30. If employees in train or yard service are required to change their runs, and by the change compelled to move, their families will be provided with free transportation and their household goods moved at a nominal charge, on application to the proper official.

*Witnesses at Court:*

31. Employees in train or yard service summoned as witnesses for the Company in the courts, or similar service, shall receive their stated rates of pay while in attendance.

*Caboose Tracks:*

32. Where practicable, caboose tracks will be provided at terminal points, and no unnecessary switching will be done with cabooses.

*Rounds Crews Turning:*

33. When practicable, freight conductors, brakemen and flagmen running in "rounds" will not be required to turn more than once at an intermediate station when such turn will take the men away from the terminal where they reside.

*Crews Not Assigned, Local and Pick-up, Sunday Work:*

34. Employees in freight train service not assigned, to run first in, first out. Work train, local pick-up and drop crews, shall not be required to do work on Sundays or holidays in through freight service when rounds crews are available.

*Calling Limit:*

35. Freight conductors, brakemen and flagmen shall be required to live within a reasonable calling limit, and when they reside within one mile of the yard, will be called not to exceed two hours before time called for. Men on regular runs leaving between 7:00 A. M. and 10:00 P. M. will not be called. This will also apply to passenger train employees at terminals where callers are located.

*Conductor's Complaint:*

36. Any conductor making a complaint against an assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman or yardman, or vice versa, to Superintendent or Trainmaster, which may result in discipline, will make same in writing (unless taken down by a stenographer) and over his signature.

*Division of Through Crews:*

37. On trains running over more than one division or district, each division or district will furnish its proportion of crews where practicable.

*Freight Crews Bulletined:*

38. All freight crews and extra freight men shall be bulletined at all main terminals so as to give them information as to how they stand on their next run out.

*Rank and Record:*

39. Superintendents shall give to all employees in train and yard service an opportunity to ascertain their age, rank and record in service. Lists shall be placed at principal terminals, giving age in service, and shall be renewed once each year.

*Yard and Road Work:*

40. Yardmen shall not be required to do road work when road crews are available, nor shall road crews be required to do yard work when yardmen are available.

*Work and Local Freight Crews Held:*

41. Work train and local freight crews shall be allowed pay when held for duty Sundays and holidays, and shall not be required to operate snow plows or flangers except in case of emergency.

*Foot Board on Engines:*

42. All engines regularly assigned to local and pick-up service will be equipped with foot boards.

*Exchanging Runs:*

43. Employees in train service shall not be allowed to exchange runs permanently with one another.

*Giving Up Rights:*

44. Any conductor giving up his rights of his own accord to go back brak-ing shall lose his rights as conductor.

*Rights:*

45. After July 1, 1905, no question of rights will be entertained if of more than two years' standing.

*Leave of Absence:*

46. Employees in train and yard service may have thirty days lay off on receipt of permission from proper officer without a written leave of absence, but if more than thirty days and less than ninety days to have written leave of absence from Division Superintendent. Over ninety days to be deducted from seniority list. This not to apply in case of sickness, disability or while engaged in committee work or special duty for the Company. Leave of absence of more than thirty days to be posted on bulletin board stating the time for which leave is granted.

*Absent by Permission:*

47. Employees in train and yard service absent from the service of the Company by permission from proper authority or on account of sickness shall have the right to displace younger men from runs in their line of service if such runs have been bid in during their absence, providing application is made within five days after return to duty. Men so affected to take the runs which they formerly held.

*Learning New Territory:*

48. When new territory is added to a division or when employees in train service are ordered to learn other portions of the road they are to be paid proper compensation, the Superintendent to be the judge of the length of time necessary to be allowed.

It is to be understood that this is not to apply when an employee bids in

a run in such territory with which he is not familiar. This also to apply to men promoted.

*Conductor's Record:*

49. A conductor's record in advanced class will date from time of such promotion. Seniority will prevail in each class of service, all things being equal, i. e., freight service, passenger service.

*Fall Brook and Beach Creek Crews:*

50. When Fall Brook crews are available, Beech Creek crews shall not be run over Fall Brook except between Newberry Junction and Avis, or vice versa. Crews in Corning to be considered available.

*New Yards Created:*

51. When new yards are created they shall be advertised on all bulletin boards on the division or district where created. When a sufficient force of yardmen employed on such division or district is not available to properly equip such new yard, roadmen shall be assigned, all other things being equal, and carry their seniority rights with them.

*Rights of Assistant Conductors:*

52. Trainmen's rights as assistant conductors shall date from the time they are promoted to position of assistant conductor.

**YARD RATES.**

At Buffalo, East Buffalo, Rochester, East Rochester, Suspension Bridge and Niagara Falls, Syracuse, DeWitt, Utica, Albany, West Albany, Rensselaer and New York Harbor points, the rates shall be:

	Cents per hour.
Day conductors .....	37
Day brakemen .....	34
Night brakemen .....	30
Night conductors .....	39

In the following yards: Ravena, Lyons, Tonawanda, Oswego, Watertown, Corning, Newberry Junction, Avis, Clearfield, Troy and Schenectady, the rates of pay shall be:

	Cents per hour.
Day conductors .....	36
Day brakemen .....	33
Night conductors .....	38
Night brakemen .....	35

In all other yards the rates shall be:

	Cents per hour.
Day conductors .....	35
Day brakemen .....	32
Night conductors .....	37
Night brakemen .....	34

In all yards 10 hours or less shall constitute a day's work; overtime, computed for each employe on the basis of actual overtime worked or held for duty, pro rata.

## YARD RULES.

1. The general rules shall govern yardmen where they apply.
2. Promotion and rights to preferred engines shall be according to seniority and ability; the line of promotion to be from night to day positions.  
The line of promotion on the Pennsylvania Division and in Grand Central Terminal, Rochester, Suspension Bridge and Niagara Falls Yards shall be from yard brakemen to yard conductor, according to seniority.
3. Crews working one-half day shift and one-half night shift shall receive night pay, and one hour for meals will be allowed between the hours of 5:30 P. M. and 7:30 P. M. and 5:30 A. M. and 7:30 A. M.
4. One hour for meals will be allowed between the hours of 11:30 A. M. and 2:00 P. M., and 11:30 P. M. and 2:00 A. M., and if necessary to work during the time specified, 25 minutes will be allowed for the meal and one hour additional pay. In New York Harbor Yards 30 minutes will be allowed for meals.
5. Yardmen shall not have rights outside their respective yards except when yards are abolished, or a reduction made in the force. Men so affected shall have their choice of being placed as the senior men on the extra list in road service, or in other yards on their division or district, according to seniority, or vice versa; and in case of reduction alone, if extra yard brakemen do not make seventeen days per month for one month they shall have the right to displace switch tenders employed in the respective yards, providing such extra yard brakemen were promoted from switch tenders, and the man to be displaced is a younger man in the service. The men displacing switch tenders under this rule shall retain their seniority as yard brakemen.
6. When regular yardmen are required to tend switches or crossings, or do any work outside their regularly assigned duties, they shall receive their regular yard pay.
7. When yardmen are called for service and perform no service they shall be allowed one-half day. When called and perform any service they shall be allowed a minimum of one day.  
When regular yardmen are not required for service they shall be notified in advance. If they are not so notified and as a result report for duty they shall be allowed a minimum of one day.
8. All yard conductors will be furnished with time slips, and turn in time for their crews.
9. General Yardmasters will notify in writing or in person all persons interested when time is not allowed as per time slips, giving reasons for same.
10. Switch tenders leaving their positions to accept positions as brakemen shall in all cases take the bottom of the extra list and begin as new men.
11. In yards where extra switch tenders are not employed, extra yardmen will be given preference in filling temporary vacancies as switch tenders at switch tenders' pay.
12. It is not desired that engines be used any unreasonable time in switch service when they are not properly equipped with foot boards and grab irons.
13. All vacancies on yard engines to be advertised five days, the oldest man bidding to be assigned within five days, all things being equal.
14. In all yards the man in charge of the engine will be classed as conductor and receive conductor's pay.
15. Conductors and brakemen in Malone yard will hold road rights.

## RULES GOVERNING OPERATION OF HOURS OF SERVICE.

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e), the same as if they had run the train to such terminal.

(g) Train employes tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employes who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

Approved:

P. E. CROWLEY,

Asst. General Manager.

S. R. PAYNE,

W. J. FRIPP,

A. R. WHALEY,

General Superintendents.

M. C. SLATTERY,

for the Conductors.

C. M. HOLIDAY,

for the Trainmen.

Arrangement covering method of handling train crews on the Electric Division pending further consideration of the question of establishing a separate roster for employes in train service on the Electric Division.

ARTICLE 1. Men in all classes of train service who are employed on the Harlem or Hudson Division shall continue to hold seniority rights over the

entire original territory and shall be given preference as their age in the service entitles them, all other things being equal.

ARTICLE 2. Positions in train service shall as heretofore be given to men on their respective divisions, i. e., Hudson Division men, Grand Central Terminal to High Bridge, Yonkers or Croton. Harlem Division men, Grand Central Terminal to North White Plains. Grand Central Terminal men, switch and shop service including Mott Haven Yard.

ARTICLE 3. Applies to Enginemen and Firemen only.

ARTICLE 4. Conductors and Trainmen in Electric service between White Plains and Grand Central Terminal, and High Bridge and Grand Central Terminal, to be interchanged between divisions on a schedule when approved by Committee representing the Conductors and Trainmen.

Under this arrangement all runs should terminate at their initial station and when it cannot be so arranged the men involved should be allowed mileage for deadheading to their initial station.

ARTICLE 5. Applies to Enginemen and Firemen only.

Approved:

P. E. CROWLEY,

Asst. General Manager.

W. J. FRIPP,

A. R. WHALEY,

General Superintendents.

M. C. SLATTERY,

for the Conductors.

C. M. HOLIDAY,

for the Trainmen.

#### CONDUCTORS, TRAINMEN AND YARDMEN, NEW YORK, CHICAGO & ST. LOUIS RAILROAD.

[Agreement of March 1, 1907, was printed in annual report for 1907, p. 471.]

*Rates of pay and rules for conductors, trainmen and yardmen. Effective April 1st, 1910.*

#### PASSENGER RATES.

RUNS.	Mileage.	Conductors.	Brakemen.	Baggage men.	Overtime.
Buffalo to Bellevue, or reverse.....	248 miles	\$6 65	\$3 70	\$3 85	After 2 hours in excess of schedule time at same pro rata rate.
Bellevue to Chicago, or reverse.....	275 miles	7 35	4 10	4 25	
Cleveland to Chicago, or reverse...	340 miles	.....	.....	5 25	
Buffalo to Erie, or reverse.....	88 miles	\$4 20	\$2 55	\$2 75	After 10 hours.
Buffalo to Cleveland, or reverse...	184 miles	4 90	2 75	2 85	After 10 hours.
Cleveland to Bellevue and return...	128 miles	4 20	2 55	2 75	After 10 hours.
CLEVELAND SHORT RUNS.					
Cleveland to Vermillion and return, including going to Euclid Ave., or points between Broadway Depot and to Sheffield to turn engine.....	.....	\$4 60	\$2 80	\$3 00	After 12 hours.
Cleveland to Dover and return.....	.....	4 20	2 55	2 75	After 10 hours.



## OVERTIME RATES.

Conductor .....	42 cents.
Brakeman .....	25 cents.
Baggage Master .....	27 cents.

Chicago Passenger Transfer Crews between Stony Island and La Salle St. Station, Foremen 40 cents per hour, helpers 37 cents per hour.

Baggage Masters on any train, after arrival at Buffalo Passenger Depot, if held on duty over thirty (30) minutes, will be allowed overtime at rate of fifty cents per hour, under the usual overtime rule.

## THROUGH FREIGHT RATES.

RUNS.	Mileage.	Con- ductors.	Brake- men.	Overtime.
Buffalo Junction to Conneaut, or reverse....	114 miles	\$4 15	\$2 75	After 11 hours and 24 minutes.
Conneaut to Bellevue, or reverse.....	132 miles	4 80	3 20	After 13 hours and 12 minutes.
Bellevue to W. Ft. Wayne, or reverse.....	124 miles	4 50	3 00	After 12 hours and 24 minutes.
W. Ft. Wayne to Stony Island, or reverse...	140 miles	5 10	3 40	After 14 hours.

Overtime — Conductor, 36 cents; Brakemen, 24 cents.

## PICK UP RATES.

RUNS.	Mileage.	Con- ductors.	Brake- men.	Overtime.
Buffalo Junction to Conneaut, or reverse....	114 miles	\$4 55	\$3 10	After 11 hours and 24 minutes.
Conneaut to Bellevue, or reverse.....	132 miles	5 25	3 55	After 13 hours and 12 minutes.
Bellevue to W. Ft. Wayne, or reverse.....	124 miles	4 90	3 35	After 12 hours and 24 minutes.
W. Ft. Wayne to Stony Island, or reverse...	140 miles	5 55	3 80	After 14 hours.

Overtime — Conductors, 39½ cents; Brakemen, 27 cents.

Pick-up rates will not be allowed Trainmen assigned to regular fast freight trains, except when they are run as a regular dead freight pick-up train.

Pick-up rates will apply to any freight train running on a through freight schedule which picks up or sets off at five or more stations.

## LOCAL FREIGHT RATES.

RUNS.	Mileage.	Con- ductors.	Brake- men.	Overtime.
Buffalo Junction to Conneaut, or reverse....	114 miles	\$4. 55	\$3 10	Conductors 39½ cents per hour. Brakemen 27 cents per hour. After 10 hours.
Buffalo Junction to Brocton, and return....	96 miles	3. 975	2 70	
Brocton to Conneaut, or reverse.....	65 miles	3. 975	2 70	
Cleveland to Conneaut, or reverse.....	68 miles	3. 975	2 70	
Cleveland to Bellevue, or reverse.....	64 miles	3. 975	2 70	
Bellevue to Leipsic Junction, or reverse....	62 miles	3. 975	2 70	
Leipsic Junction to W. Ft. Wayne, or reverse.	62 miles	3. 975	2 70	
Ft. Wayne to Knox, or reverse.....	80 miles	3. 975	2 70	
Knox to Stony Island, or reverse.....	61 miles	3. 975	2 70	

Local Freight Trainmen laying up at Brocton, Leipsic Junction and Knox will be allowed, when overtime is earned on the trip, one hour and thirty minutes to cover preparatory and extra work at these terminals performed before schedule leaving time.

Local Freight Trainmen used on Saturday night and Sunday will be paid regular local rate when going from and returning to their regular terminal.

#### WORK TRAIN RATES.

Conductors.....	\$3 70	Overtime
Brakemen.....	2 65	after 10 hours.

Overtime — Conductor, 37 cents; Brakeman, 26 cents.

#### RELIEF TRAIN, SNOW PLOW OR LIGHT ENGINE RATES.

Through Freight Rates and overtime will apply.

#### BALLAST RATES.

RUNS.	Conductors.	Brakemen.	Overtime.
100 miles or less.....	\$3 70	\$2 65	After 10 hours.
100 miles to 150 miles.....	4 55	3 00	

Overtime — Conductors, 36 cents; Brakemen, 24 cents.

#### GRAPE SWITCHING SERVICE.

Grape switching engines located at various points during grape season will be allowed division or district pick-up rates and overtime.

#### NARLO AND BELLEVUE SWITCHING SERVICE.

Conductors.....	\$1 50	Overtime
Brakemen.....	3 00	after 10 hours.

Overtime — Conductors 45 cents, Brakemen 30 cents.

#### LOBAIN AND SOUTH LORAIN SWITCHING SERVICE.

Cleveland Division, through freight rate and overtime.

#### ASHTABULA AND PAINESVILLE SWITCHING SERVICE.

Cleveland Division, through freight rate and overtime.

#### STONY ISLAND AND OSBORN SWITCHING SERVICE.

Chicago District, through freight rate and overtime.

## TURN AROUNDS.

On turn arounds in excess of fifty miles, namely: Conneaut and Cleveland, Bellevue and Cleveland, Leipsic, Continental, Fort Wayne and Knox Turns, the round trip rate to be based on one hundred (100) miles each way, with overtime at turn around point beginning two hours after arrival at turn around point.

## SHORT TURNS.

Twenty miles or less straight-away, or a round trip of forty miles or less. For one hundred (100) miles, ten hours or less, two continuous trips may be made, overtime at turn around point.

Short turns of twenty-one miles straight-away, or up to fifty miles straight-away, one trip for one hundred (100) miles, ten hours or less, overtime at turn around point.

## RULES.

RULE 1. In computing overtime, actual time will be used.

RULE 2. Divisions or districts over which crews in freight service will be run are designated as follows:

Buffalo Division, Cleveland Division, Fort Wayne District, Chicago District.

Crews in through passenger service will run between Buffalo and Bellevue and Bellevue and Chicago.

RULE 3. Crews not assigned to regular runs will run first in and first out. They will not run off the division or district to which they are regularly assigned, except in case of accident, break-down of passenger power, or obstruction of road upsetting ordinary course of business. Exception is made in case of trains hauling ballast over two divisions or districts or when a crew is assigned to a work train, working both ways out of a terminal.

RULE 4. When trainmen are called, and, for any reason other than their own acts, do not go out, if held five hours or less shall be allowed one-half district through freight rates. If held for more than five hours, full district through freight rates.

RULE 5. Crews shall not be called over two hours, or less than one hour and thirty minutes before leaving time, except in case of emergency.

RULE 6. When a regularly assigned Conductor or Brakeman lays off two (2) weeks, or more, the oldest unassigned Conductor or Brakeman, who stands for the work, will be allowed to fill the temporary vacancy, if it can be done without interfering with the service.

Extra men when called for either local or through freight, to run on same until relieved by the regular man.

Conductors and Brakemen on regular crews shall not be called to go out with other crews, except when there are no other men available.

RULE 7. Trainmen will be notified in writing when time is not allowed as per trip report.

RULE 8. The time of crews will begin thirty (30) minutes before the time set for departure of trains, and will end when they are relieved by Yardmaster at terminal. Any Brakeman required to go with engine to the round house track will be allowed overtime earned by such work.

RULE 9. Trainmen acting as witnesses, or attending court, under instructions from any official of the company, will be allowed their expenses and the actual time which would have been earned by them if on duty.

**RULE 10.** At coaling stations and points where work trains are stationed, there will usually be sufficient men to coal up engines without assistance of trainmen, but, in case of emergency, trainmen will be expected to assist in coaling up engines.

**RULE 11.** No employe will be dismissed or suspended from the service without just cause. Within ten (10) days of his dismissal or suspension, if he chooses, he will have the right to be heard by the proper division officer, and will have the right to summon witnesses, who will have a fair and impartial examination. He will also have the right to be represented at the hearing by a disinterested employe in the same class of service. In case of conflicting testimony, those whose evidence conflicts may be examined together. If exonerated from blame, he will be reinstated and paid for time lost. He shall be notified as promptly as possible of the decision made. He has the privilege of appealing to higher officers of the company.

All communications in the nature of complaints, involving discipline of the service, made by one employe against another, must be made in writing.

**RULE 12.** Trainmen will not be required to inspect, repair or card air brakes on trains before starting from terminal yards.

**RULE 13.** Trainmen acting as pilots will be paid Conductor's regular freight rates in the respective classes, and any Trainman on any engine or train, required to perform the full duties of a Conductor shall be paid division or district rates for such service. When running light engines Conductor and one Trainman will be furnished.

**RULE 14.** Conductors and Brakemen in through freight service may be allowed to make 3,700 miles per month, over their respective divisions or districts. Regularly assigned crews will not be required to divide time with unassigned crews.

When Conductors and Brakemen, regularly employed, fail, in six (6) consecutive weeks, to make the number of miles pro rata possible to run under the maximum conditions of service, the number of crews shall be so arranged as to permit the regular men to make such maximum mileage.

**RULE 15.** Conductors and Brakemen held at any point for special service over twelve (12) hours shall receive just compensation for same, based upon district through freight rates.

**RULE 16.** Promotions and assignments to runs of Conductors and Brakemen will be governed by merit and age in the service, determination of the matter to be in accordance with Rule 127, Company Book of Rules.

Passenger Brakemen shall have the same standing in the service as Freight Brakemen. Before being promoted to Freight Conductors, they will be required to serve not less than six months in Freight Service.

**RULE 17.** Roadmen shall have no standing in Yard Service, nor shall Yardmen have any standing in Road Service.

**RULE 18.** Conductors and Brakemen accepting official positions with the company will not forfeit their previous standing in the service. This rule also covers position of General Yardmaster.

**RULE 19.** A complete roster of Conductors and Brakemen will be posted on bulletin boards at yard offices at Conneaut, Bellevue and Fort Wayne, and copy of same furnished Chairman of the Committee. The roster shall be corrected annually.

## APPLICATION OF SIXTEEN HOUR LAW.

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws if State Laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph

(e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

## YARD SERVICE RATES.

LOCATION.	FOREMEN.		HELPERS.	
	Day per hour.	Night per hour.	Day per hour.	Night per hour.
Buffalo.....	37	39	34	36
Erie.....	36	.....	33	.....
Conneaut.....	37	39	34	36
Cleveland.....	37	39	34	36
Bellevue.....	37	39	34	36
Fostoria.....	36	.....	33	.....
Ft. Wayne.....	37	39	34	36
Chicago switching district.....	38	40	35	37

## RULES.

## YARD SERVICE.

*Except Chicago Switching District.*

RULE 1. Men employed in this branch of the service shall be known as Yardmen, as distinguished from men employed in road service, who shall be known as Trainmen.

RULE 2. Regular crews shall receive ten (10) hours' pay for any part of a day's work.

Extra crews called and working five (5) or less hours, shall receive one-half day; over five (5) hours, a full day.

Extra crews not making full day, shall stand first out.

RULE 3. Yardmen commencing work at 12:00 o'clock noon or later, and working more than one-half day, will be paid at night rates.

RULE 4. When Yardmen start to work after 8:00 A. M., the fifth hour shall be considered the meal hour, if practicable, considering the work in which engaged.

RULE 5. The oldest Yardmen in point of service, shall have preference in their respective positions, capacity being equal, in accordance with Rule 127, Company Book of Rules.

RULE 6. Yardmen assigned as Switch Tenders, shall receive Yardmen's wages.

RULE 7. As a general practice, all yard switching crews shall consist of not less than one Foreman and two Helpers, but the Railroad Company reserves the right to work a greater or less number.

RULE 8. All day crews shall be allowed one (1) full hour for dinner, ordinarily between the hours of 11:30 A. M. and 1:00 P. M., and all night crews will ordinarily be allowed one (1) full hour for supper, between the hours of 11:30 P. M. and 1:00 A. M. If required to work later than 12:30 A. M., or 12:30 P. M., thirty (30) minutes for meals will be allowed, and they will be paid for one hour.

RULE 9. Standing of Yardmen shall date from the day they enter the service of the Company as Yardmen. Switch Tenders desiring to enter Yard Service shall be assigned at bottom of extra list. This shall not affect present assignments.

RULE 10. Yardmen shall have no standing in Road Service, nor shall Roadmen have any standing in Yard Service.

RULE 11. In case the Company finds it necessary to reduce power, Yardmen who are to be taken off, shall receive reasonable notice from the Yardmaster, provided they live within the ordinary calling distance. If not so notified, and they are required to report for work, allowance shall be made in accordance with published schedule.

RULE 12. All errors in keeping or computing time of Yardmen shall be properly corrected. Any amount of pay omitted on rolls of one month, shall usually be paid on the rolls of the following month.

RULE 13. No Yardman will be dismissed or suspended from the service, without just cause. Within ten (10) days of dismissal or suspension, if he chooses, he will have the right to be heard by the proper division officer, and will have the right to summon witnesses, and will have a fair and im-

partial examination. In case of conflicting testimony, those whose evidence conflicts, may be examined together. If exonerated from blame, he will be reinstated and paid for time lost. He will be notified as promptly as possible of the decision made. He is privileged to appeal to higher officers of the Company.

#### RATES OF PAY AND RULES GOVERNING YARDMEN CHICAGO SWITCHING DISTRICT.

##### RULE 1.

###### (a) Rates of Pay:

Yard Foremen, days .....	38 cents per hour
Yard Foremen, nights .....	40 cents per hour
Yard Helpers, days .....	35 cents per hour
Yard Helpers, nights .....	37 cents per hour

###### (b) Pilots will receive not less than Yard Foremen's pay.

(c) All transfer, construction, maintenance of way and work trains doing work exclusively within the switching limits, will receive not less than Yardmen's pay. Yard crews whose work takes them outside of the switching district will receive Yardmen's rates.

(d) Yardmen assigned to other than their regular duties will be paid the established rate for the service performed, but in no case shall the Yardmen so assigned be paid less than on the basis of their regular rates.

(e) Yardmen attending court or inquests under instructions from the Company, will be allowed the same compensation they would have earned had they remained on their regular assignment, plus actual expenses.

##### RULE 2.

Where conditions will permit, the established time for day and night Yardmen to start work shall be 7:00 A. M. and 7:00 P. M., respectively. Engines started at other time than between 6:00 A. M. and 8:00 A. M. will be paid night rates.

##### RULE 3.

(a) Ten hours or less shall constitute a day's work. No new work shall be assigned after the expiration of ten hours.

(b) Yardmen will be paid pro rata for overtime; actual minutes to be counted.

(c) The pay of Yardmen shall continue until they reach the point at which they start work.

##### RULE 4.

(a) Yardmen shall be allowed one hour for meals between the hours of 11:30 A. M. and 1:00 P. M., and between the hours of 11:30 P. M. and 1:00 A. M., but if required to work the meal hour or any part thereof, they will be paid for the hour in addition to the minimum day and be allowed thirty minutes under pay for meal.

(b) Yardmen will not be required to work longer than six hours without being allowed thirty minutes for lunch.

## RULE 5.

When for any reason the time claimed by time slip is not allowed, or if the time slips are not made out correctly, they will be promptly returned and the reason given therefor.

## RULE 6.

A crew shall consist of not less than one Foreman and two Helpers.

## RULE 7.

Yardmen making application for position shall be notified within fifteen (15) days of the acceptance or rejection of their application, and if not so notified they will be considered as accepted.

## RULE 8.

In the employment of Yardmen, experienced men shall be given preferred consideration.

## RULE 9.

(a) Men entering the service as Yardmen shall be extra until a vacancy occurs in the night yard, when the oldest extra man shall be made regular in that yard.

The oldest night man shall have the right to transfer to the day yard. When a permanent vacancy occurs, the oldest Yardman in the service shall have the right to the position. If he refuses to accept, he relinquishes his right to transfer until the next permanent vacancy occurs. When the force is reduced, the youngest Yardmen in the service will first be reduced, and so on in turn according to their age in the service.

(b) The seniority rights of Yardmen will date from the time they enter the service (continuous) in the yards or terminal where employed.

(c) The right to preference of work and promotion will be governed by seniority in service, capacity being equal—the Yardman longest in service will be given the preference.

(d) Yardmen leaving the service of the Company of their own accord forfeit all seniority rights.

## RULE 10.

Any Yardman leaving the employ of the Company will, at his request, be given a letter by his division or terminal Superintendent, stating his term of service, capacities in which employed and whether he has been dismissed or has left the service of his own accord. If dismissed, such letter will state the reason therefor.

## RULE 11.

Employees in Yard Service shall have access at all times to seniority list to be posted in a convenient place in the office of the General Yardmaster, which shall contain a correct list of all the Yardmen and their age in service.

## RULE 12.

A bulletin shall be kept in each yard office upon which assigned crews and extra men shall be registered.



## RULE 13.

In filling vacancies in position of Switch Tenders, full consideration shall be given to Yardmen disabled in the service of the Company, whenever such injuries are not such as to unfit them for such duties. Disabled Yardmen desiring to be considered in line for such positions may file application with the proper officer of the Company.

## RULE 14.

(a) Any Yardman serving on a committee shall not be discriminated against, and shall have leave of absence upon request, to serve on such committee.

(b) Yardmen will not be granted leave of absence for a longer period than 90 days, except in cases of sickness, committee work, or by permission of the Superintendent.

## RULE 15.

All official papers that require notary public or other court officer's approval, the expense shall be paid by the Company.

## RULE 16.

Regular Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law and then to be permitted to work ten hours, or paid therefor.

## RULE 17.

Yardmen will be furnished cabooses properly equipped in all transfer service.

## RULE 18.

All engines assigned to switching service shall be equipped with headlights, footboards and proper grab irons at both ends. Any engine temporarily assigned to switching service shall be so equipped at the first opportunity if such engine is to be continued in that service more than one trick. The use of unequipped engines shall not be prolonged by the substitution of one engine for another. This provision, however, shall not apply to engines exclusively used in transfer service.

## RULE 19.

Yardmen will not be required to chain up cars, or couple or uncouple air hose in yards or on repair tracks where car repairers are available.

## RULE 20.

When objection or charges are made against any Yardman by other Yardmen, they shall be put in writing, and should convey a full and clear statement of the objections or charges.

## RULE 21.

Yardmen taken out of the service for cause shall be given a hearing within six (6) days, and if held a longer time, will be paid for all time so held, at their regular rates of pay. Yardmen shall have the right to have an em-

ploye of their choice present at investigation, and shall have the right to appeal to the higher officers of the Company, in case the decision is unsatisfactory.

In case the suspension or dismissal is found to be unjust, the Yardman shall be reinstated and paid for all time lost.

The result of the investigation shall be made known within six (6) days after the hearing.

#### RULE 22.

The proper officers of the Company will hear any reasonable complaint made by individual Yardmen or by the authorized committee representing the same, provided due notice shall be given the Company in writing of the subjects of complaint, and a special appointment made as to time and place, the same shall be considered.

#### RULE 23.

The acceptance of these rules will not operate as an annulment of, nor will it abrogate any privilege heretofore enjoyed by Yardmen.

#### RULE 24.

Any controversy arising as to application of the rules herein agreed to, shall be taken up by the local committee, and local officials of the railroad. In any event of failure on their part to agree, a committee of the Brotherhood of Railroad Trainmen, representing the Yardmen shall take up the question with the General Manager, and in the event of their failure to agree, a committee may appeal to higher officers of the Company.

The rules and rates of pay herein agreed upon are to remain in effect for one year from the date of this agreement.

A. W. JOHNSTON,

*General Manager.*

Cleveland, O., August 1, 1910.

### **CONDUCTORS, TRAINMEN AND YARDMEN, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.**

*Rates of pay and regulations affecting conductors, trainmen and yardmen on and after April 2, 1910, superseding all previous rules and regulations inconsistent therewith.*

#### **PASSENGER SERVICE — RATES OF PAY.**

1. Conductors, Steam and Electric..... .0268 per mile
- Ticket Collectors, Steam and Electric..... .0215 per mile
- Baggagemen, Steam and Electric..... .0155 per mile
- Brakemen, Steam and Electric..... .015 per mile

2. Mileage allowance for passenger trainmen for each day used will be as follows:

- |   |           |
|---|-----------|
| Conductors, Steam and Electric, not less than.....        | 157 miles |
| Ticket Collectors, Steam and Electric, not less than..... | 156 miles |
| Baggagemen, Steam and Electric, not less than.....        | 177 miles |
| Brakemen, Steam and Electric, not less than.....          | 170 miles |

At rate per mile named:

157 miles for the conductor would amount to \$4.20.

156 miles for the ticket collector would amount to \$3.35.

177 miles for the baggageman would amount to \$2.75.

170 miles for the brakeman would amount to \$2.55.

Ten hours or less constitutes a day.

All over ten hours will be paid for as overtime and will be computed from the time the men are required to report for duty, until released from duty at the end of the run, at the following rates:

Conductor . . . . .	42 cents
Ticket Collector . . . . .	33 cents
Baggageman . . . . .	27 cents
Brakeman . . . . .	25 cents

Less than thirty minutes not to be counted, 30 minutes and less than 1 hour 30 minutes to be counted as one hour, 1 hour 30 minutes to be counted as 2 hours, and so on thereafter.

Example: If conductor makes 120 miles in 11 hours he would be paid \$4.20 plus 42 cents, or \$4.62 in all.

Note.—Runs between 171 and 180 miles, baggagemen will be paid \$2.80. Runs between 171 and 173 miles, brakemen will be paid \$2.60.

3. Regular assigned passenger trainmen who are ready for service the entire month and who do not lay off of their own accord will receive the following monthly guarantee:

Conductors, Steam and Electric . . . . .	\$125.00
Ticket Collectors, Steam and Electric . . . . .	100.00
Baggagemen, Steam and Electric . . . . .	75.00
Brakemen, Steam and Electric . . . . .	70.00

This will be figured on basis of calendar month.

Overtime does not count in the guarantee.

#### PASSENGER SERVICE RULES.

4. Crews of all runs will report thirty (30) minutes before the scheduled leaving time of the initial train of their run.

If required for service more than thirty minutes and less than two hours before the scheduled leaving time of their initial train, they will be paid on the hourly basis, sixty (60) minutes or less to count as one (1) hour.

If required for service less than five (5) hours, and more than two (2) hours before their regular run, or run less than one-half ( $\frac{1}{2}$ ) the number of miles which constitutes a day, they will receive one-half ( $\frac{1}{2}$ ) day's pay; if required more than five (5) hours or run more than one-half ( $\frac{1}{2}$ ) the miles which constitutes a day, they will receive not less than one day's pay.

If required for extra service between the hours of their regular day's run, they will be paid one-tenth ( $\frac{1}{10}$ ) of the daily rate, per hour, while engaged in such service; miles not to be computed in this extra service.

Men called for additional service after completing their day's run will be paid not less than one (1) day's pay; however, if they are notified that they will be required for extra service before leaving the company's

premises and they work less than one-half ( $\frac{1}{2}$ ) the number of hours or miles which constitutes a day, they will be paid not less than one-half ( $\frac{1}{2}$ ) day. When the service performed is more than one-half ( $\frac{1}{2}$ ) the hours or miles which constitutes a day, they will be paid not less than one (1) day. Time for this extra service to commence at the completion of the day's work.

5. Regular men deadheading by order of the company will be paid on the same basis as for regular service.

Spare men deadheading by order of the company will be paid regular rates for deadheading except when deadheading to relieve a man, in which case no allowance will be made.

A spare man is a man who has not a regular job of any kind.

6. Baggage masters or brakemen required to perform duties of ticket collector on trains of their regular run will be paid ten (10) cents per day in addition to their regular rate of pay per day. This is not to affect rules regarding preference runs.

The use of baggage masters or brakemen for ticket collectors is not to be abused so as to interfere with the appointment of additional ticket collectors where such are found to be required.

7. Any trainman whose hours of service exceed ten (10) hours or whose mileage exceeds one hundred and twenty (120) miles, if required by the Superintendent or Trainmaster to assist in handling any baggage for any train other than his own between the hours of his regular day's run, will be paid for the actual time engaged in such work at one-tenth ( $\frac{1}{10}$ ) regular daily rate per hour; minimum allowance to be one (1) hour.

8. Through baggage masters, New York-Boston, will be paid fifty (50) cents per trip, when required to attend dynamo.

Baggage masters on through daily trains running between Boston and New York or Jersey City will be given six (6) days off every forty-eight (48) days without pay.

9. The addition of extra service on Saturday nights and holidays to runs as made up for a day's work the other days of the week will be considered as extra service and paid for as such.

10. Trainmen flagging light engines will be paid through freight flagman's rate for such service.

11. Passenger crews will not be required to do freight work at points covered by freight trains unless such work is a part of the scheduled run. If such work is a part of the scheduled passenger run, men will be paid local freight rates unless passenger rates are greater, in which case passenger rates will be paid.

12. Runs for regular passenger crews are to be laid out so that they can return to their home terminal at the completion of their day's work, except in the cases of absolute necessity and except on one way runs.

13. All baggage and combination baggage cars will be supplied with card boards, ventilator sticks and flag signals, the same to be placed under universal lock, key of which shall be furnished to all passenger trainmen.

14. Conductors, ticket collectors, baggage men and brakemen employed in electric service and those employed in steam service are in the same class.

15. Reductions in crews or increases in mileage in passenger service from assignments in effect November 1, 1909, will not be made for the purpose of off-setting these increases in wages.

16. Passenger crews required to do switching other than their own trains will be allowed thirty-six (36) miles per hour for conductors and forty-four (44) miles per hour for trainmen in addition to the miles run, which shall be added to the miles made in their run. Minimum allowance to be one (1) hour.

Note.—The above rule is agreed to with the understanding that such service will be paid for on the same basis and at the same rate as heretofore or under schedule dating May 25th, 1907.

Example: A passenger crew whose run is 80 miles per day is required to do switching other than their own train. The allowance for conductors being 36 miles per hour, the 36 miles will be added to 80 miles, making a total of 116 miles. To the conductor's rate for the day, which is \$4.20, will be added 20 cents, for switching, which, under the previous schedule, would be the allowance for 16 miles, making the total pay of the conductor for the day \$4.40. The allowance for trainmen being 44 miles per hour, the 44 miles will be added to 80 miles, making a total of 124 miles. To the baggageman's rate for the day, which is \$2.75, and to the brakeman's rate for the day, which is \$2.55, will be added 15 cents for switching, which, under the previous schedule, would be the allowance for 24 miles, making the total pay for baggageman \$2.90 and the total pay of the brakeman \$2.70 for the day.

#### FREIGHT SERVICE — RATES OF PAY.

##### 17. Through and irregular freight service:

Conductors . . . . .	.0363 per mile
Flagmen . . . . .	.02525 per mile
Brakemen . . . . .	.0242 per mile

##### Local or pick-up service:

Conductors . . . . .	.03975 per mile
Flagman . . . . .	.028 per mile
Brakemen . . . . .	.027 per mile

Runs of 100 miles or less, either straightaway or turn-around, to be paid for as 100 miles.

18. In all freight service 100 miles or less, 10 hours or less, will constitute a day's work, overtime after ten hours. On runs of over 100 miles overtime will be paid on a basis of speed of ten miles per hour.

Overtime to be paid for at the rate of ten miles per hour for the class of service performed. Less than 30 minutes not to be counted, 30 minutes and less than 1 hour 30 minutes to be counted as 1 hour, 1 hour 30 minutes to be counted as 2 hours, and so on thereafter.

19. Work, construction, snow-plow or wrecking trains will be paid through freight rates. Road switchers will be paid local freight rates.

20. The same increases as given in freight service to be also given in mixed, mine and all other freight service. In all classes of freight, mixed, helper and other freight service not over ten hours will be required for a day's work. Overtime after ten hours at pro rata rates.

21. The increases herein granted to apply to all rates for special or incidental service as specified in the schedule.

The New York, New Haven and Hartford Railroad Company has no special service except as is paid for by the class from which the employe comes.

Note.—In all freight service covered by Rules 17, 18, 19, 20 and 21 it is understood that miles or hours will be paid when both exceed what constitutes a day's work, whichever gives the man the most.

Example: A run of 125 miles in 12 hours would be paid for as 125 miles.

#### FREIGHT SERVICE RULES.

22. Men called for additional service after completing a day's run, will be paid not less than one day's pay; however, if they are notified that they will be required for extra service before leaving the company's premises and they work less than one-half ( $\frac{1}{2}$ ) the number of hours or miles which constitute a day, they will be paid not less than one-half ( $\frac{1}{2}$ ) day. When the service performed is more than one-half ( $\frac{1}{2}$ ) the hours or miles which constitute a day, they will be paid not less than one (1) day.

23. Freight crews running light or deadheading with caboose on another train will be allowed regular rates; if deadheading on passenger trains one-half ( $\frac{1}{2}$ ) the rate per miles they would have received in actual service. Deadhead service will be paid for separate and independent of working service.

24. When freight conductors are promoted to the position of passenger conductors they will be allowed three (3) days' time in which to qualify and will be paid three dollars and sixty-three cents (\$3.63) per day, provided they do qualify. If more time is necessary, it will be at their own expense.

Manual of instructions issued by the General Passenger Agent defining the duties of passenger conductors will be furnished freight conductors upon application to their Division Superintendent.

25. Crews of extra trains receiving a day's pay in one direction, if held at other than home terminal more than twelve (12) hours, will be paid for each hour held thereafter at schedule rates.

Note.—This does not apply to crews of regular extras, nor to crews of scheduled runs which may be run "Extra," nor to spare men filling position of regularly assigned men.

26. Men on trains that switch out or pick up cars at six (6) or more stations on a day's run will be paid local freight rates.

Only one (1) stop will be allowed for any station, and a station is a place designated on the time table by name at which a train may stop for traffic.

If cars are left or taken from two or more sidings at a station, it is to count as one (1) stop.

A stop at an outlying siding will be counted as one (1) stop. By an outlying siding is meant a siding between two stations which is not operated as a part of the yard at either station.

Terminal stations for the day's run are not to be counted.

It is agreed that a stop at Slaughter House shall be counted at a station stop, if stop is not made at Northup Ave. If both stops are made, it will count as one (1) station, Northup Ave. by this rule being a regular station. It is further agreed that Charles Street Yard shall be considered a station in

the meaning of the rule, and that Brayton Ave. is included in Providence Station.

27. Trains that load or unload freight into or from cars and stations at four (4) or more stations will be classed as local freight trains.

Note.—A combination of switching out or picking up cars and loading or unloading freight into or from cars and stations aggregating six (6) stations will be allowed.

Example: If a crew switches out or picks up cars at four (4) stations and loads or unloads freight at two (2) stations, local freight rates will be paid.

28. At points where switching engines are employed, freight crews will not be required to switch cars or make up trains while switching engines are on duty.

If it becomes necessary for road crews to do switching in yards, while switching engines are on duty, they will be paid for such work as extra service, at the hourly rate, sixty (60) minutes or less to count one (1) hour, and this time to be accumulative. Taking cars or leaving cars from more than two (2) tracks, or cars that do not stand ahead on tracks, to be considered switching.

29. Crews of all runs will report at least thirty (30) minutes before the schedule leaving time of the initial train of their run.

30. Crews doubling hills will be allowed actual mileage so made.

31. Freight trainmen will not be required to load or unload solid carloads or be required to unload freight from cars at stations other than from cars in their own trains.

32. When double headed trains are run, one (1) brakeman shall be added to the regularly assigned crew handling such train.

This is not to include helping engines or engines in the train that are in any way disabled.

### 33. YARD SERVICE — RATES OF PAY.

#### *Ten Hour Yards.*

	<i>Conductors.</i>	<i>Brakemen and Switchmen.</i>
Days . . . . .	37c. per hour	34c. per hour
Nights . . . . .	39c. per hour	36c. per hour

#### *Eight Hour Yards.*

	<i>Conductors.</i>	<i>Brakemen and Switchmen.</i>
First Trick . . . . .	\$2.96 per day	\$2.72 per day
Second Trick . . . . .	3.04 per day	2.80 per day
Third Trick . . . . .	3.12 per day	2.88 per day

### YARD SERVICE RULES.

34. In all eight (8) hour yards, eight (8) hours or less; and in all ten (10) hour yards, ten (10) hours or less will constitute a day's work.

35. The time of men in yard service will begin at the time they are required to report for duty and continue until they are relieved from duty.

36. In computing time on duty in yard service, thirty (30) minutes or over will be considered one (1) hour; less than thirty (30) minutes will not be counted; this to apply in first hour as well as subsequent time.

37. Overtime in all yards will be paid for on a pro rata basis. There will be no overtime in eight (8) hour yards except in emergencies. When men are required to work overtime and the same exceeds one-half ( $\frac{1}{2}$ ) of the regular day, they shall be paid one (1) day for it.

38. Yard crews, in ten (10) hour yards, assigned to part day and part night service, will be paid for the day's service in accordance with the day rate, and for night service in accordance with the night rate; from six (6.00) P. M. to six (6.00) A. M. will be at the night rate, and from 6.00 A. M. to 6.00 P. M. will be at the day rate.

39. In ten (10) hour yards, men will be allowed one (1) hour for meals between the fifth and seventh hours from time of beginning work. If required to work any part of a meal hour, one (1) hour overtime will be allowed and thirty (30) minutes will be allowed for lunch as soon as possible. The meal hour shall not be counted in a day's work of ten (10) hours.

40. Switching crews required to push or pull trains outside of yard limits will be paid miles in the service at road rates, in addition to their yard pay. In all such cases, there will be at least one (1) brakeman to accompany engine.

41. Men in yard service will be paid for actual service performed when relieved for reasons of their own; the actual hours made will be paid for at an hourly rate based upon their rate of pay per day.

42. It is understood that a switchman is a man who throws switches for the making up or breaking up of trains in yard limits.

43. In all yards that employ but one (1) engine or have but one (1) crew on duty at a time, the men in such yards will be given preference of position in similar yards on their roster territory.

44. Men assigned to a regular yard crew will not be assigned to another crew or service until after the completion of their day's work.

45. Harlem River and all Transfers will be in yard service.

46. Regular yard engines will be equipped, front and back, with foot boards, grab irons and headlights. No engine will be worked in yard service more than two (2) days in succession without being equipped with foot boards and hand holds, and will then be used in daylight hours only.

47. When yards are abolished, the men in such yards will be transferred to other yards on the same Roster Territory and given position of brakeman or switchman held by junior men. Any further rights to promotion or position will be determined by seniority in service as vacancies occur.

When new yards are created on any Roster Territory, men on that Roster Territory will be given preference of position in accordance with seniority in their respective classes.

#### GENERAL RULES APPLYING TO CONDUCTORS, TRAINMEN AND YARDMEN.

48. A classified roster of men in train and yard service will be kept on each Division, giving dates they entered the service and time of promotion. Such roster will be posted in convenient places for inspection. The rights of men will be confined to the roster territory on which they are employed. Nothing



herein contained will affect the standing of any man as shown on the rosters now in effect, it being understood that the rosters for conductors, trainmen and yardmen are to remain as they were previous to February 16th, 1908, and that the confines of territory on which men are entitled to bid for positions in future are to remain as they were prior to May 25th, 1907.

It is furthermore provided that the above does not apply to pending cases.

Trainmen will not have yard rights, nor yardmen road rights.

49. Ability, fitness and seniority will entitle a man to promotion when the opportunity offers, provided in the opinion of the Superintendent he is qualified therefor.

50. The regular order of promotion will be as follows:

#### *Passenger Service.*

From brakeman to baggagemaster.

From baggagemaster to ticket collector.

From ticket collector or freight conductor to passenger conductor.

In determining the relative seniority of ticket collectors with freight conductors for promotion to passenger conductors, the dates freight conductors were promoted to that position will be compared with the dates ticket collectors were promoted to the position of baggagemaster. Ticket collectors not promoted from baggagemasters will take seniority rights from the date they were made ticket collectors.

Where no ticket collectors are employed, promotions will be from baggagemaster or freight conductor to passenger conductor.

In determining the relative seniority of baggagemasters with freight conductors, for promotion to passenger conductors, the dates freight conductors were promoted to that position will be compared with the dates baggagemasters were promoted to the position of baggagemaster.

In all such promotions, the seniority of the men, in their respective classes of the service will govern, when, in the opinion of the Superintendent, they are qualified therefor.

Note.—It is understood that an electric ticket collector will rank same as a steam baggagemaster, and an electric conductor will rank same as steam ticket collector.

#### *Freight Service.*

From brakeman to flagman.

From flagman to conductor.

#### *Yard Service.*

From brakeman or switchman to conductor.

If a yardman is given position in unclassified service he will not lose his rights in classified service. This will not apply to men promoted prior to March 31, 1908, except those holding letters to that effect.

51. Men will be assigned to positions in their order of seniority. A man declining such assignment will forfeit his seniority rights to the man who accepts the position.

52. New runs and permanent vacancies in train or yard crews will be advertised on bulletin boards within five (5) days from date of vacancy and

at the expiration of five (5) days from date of posting of bulletin will be given to senior men in service making application for the same in writing, provided in the opinion of the Superintendent they are qualified therefor.

When a man bids in a position, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

In case two or more runs or vacancies are advertised at the same time, men may make application for any or all, stating their preference.

All vacancies advertised in yard service will specify location of yard, hours of service, and name of conductor with whom vacancy exists.

53. The senior men in the next lower grade will be examined and qualified to perform work in the next higher grade and required to perform this service; it being understood that any available man in that service may be used to fill vacancies not to exceed five (5) days; after five (5) days and up to thirty (30) days the oldest qualified man will be assigned to fill the position.

54. Freight trainmen and yardmen will have the preference in filling vacancies in the list of passenger brakemen, provided in the opinion of the Superintendent they are qualified therefor; the oldest in service being preferred; freight men to have preference, time in service being the same.

55. When a man passes an examination for promotion, he will be given a certificate giving the date of such examination, and his promotion will date from that time; the certificate to be stamped by the Superintendent.

56. When a man is promoted his record in the advanced class will date from the time of such promotion; but should he at any time, on account of reduction in force, be set back, his standing will not be affected.

Men in the higher grade returning to the next lower grade, at their own request, will be given the rating in that lower grade, held prior to promotion, and lose standing in the higher grade.

In the case of freight trainmen or yardmen transferring to the passenger service, their record in the passenger service will be from the time they entered the passenger service.

In the case of reduction of force requiring a less number of brakemen in passenger service, it is understood that such men will be allowed to return to the freight or yard service and resume standing in that branch of the service previously held by them; but if a brakeman or a yardman enters or re-enters the freight or yard service from the passenger service of his own accord, he must enter as a new man.

57. A "run" is a term to describe trains to be handled by a crew in its day's work with this as a basis. The definition of a new run is:

First: When any train is taken from or added to a run.

Second: When any change is made in terminal point or points in any train of a run.

Third: When a change is made of thirty (30) minutes or more in the departure of the initial or arrival of the final train of a run.

Fourth: When the character of a train is changed so that the amount of pay is increased or decreased.

Fifth: When any new train is put on with reasonable prospect of its running for thirty (30) days.

Sixth: Such parts of this rule as are applicable shall govern yard service.

58. The only men eligible to bid for regular runs are men holding regular runs. Subsequent vacancies to be filled by assignment in regular order of seniority.

59. When the assignment of a man is discontinued, he will be entitled to choose, within five (5) days, any run or position held by any man his junior in that class of service. This does not apply to cases where a man has been assigned to a season or other temporary run. In such cases the man will go back to the position formerly held by him, unless such position has been filled by a man senior to him in that class of service.

60. When a man is absent on account of sickness, or other cause, expected to exceed thirty (30) days, the run will be posted on bulletin boards for three (3) days and at the expiration of such time will be given to the oldest man in that class who is qualified, making application for such vacancy, and he will be assigned to fill the position until the regular man returns.

61. Men who are away on leave of absence or sickness at the time runs or vacancies are advertised and have no knowledge of such advertisement, will be permitted, if they so desire, to make application for the runs or vacancies as advertised, provided they do so within three (3) days after returning to work.

62. If it is necessary for men to run over two (2) or more divisions, the runs will be allotted fairly between the divisions by the General Superintendent.

63. Men will be allowed to transfer to other branches of the service and be given preference over new men.

If a man is transferred from one branch of the service to another for his own betterment or convenience, his record in the new line of service will date from the time of his entry therein, and should he at any time of his own accord return to the branch of the service from which he was transferred, his record in that branch will date from the time of such re-entry.

When men are transferred for the convenience of the Company, and its interest has been served, they will be returned to the branch of the service in which they were employed, and their standing will not be affected by such transfer.

64. A leave of absence for longer than sixty (60) days will not be granted, except by the Superintendent, and then only in special cases, and no leave of absence will be given for the purpose of engaging in other business.

65. A man absent without leave or granted leave of absence for a definite time, and not returning to the service at or before the expiration of such time, will be considered as having left the service of the company, unless the reasons for such absence are satisfactory to the Superintendent.

66. Men will, if they so desire, upon leaving the service, be given a letter by the Superintendent stating the nature and time of service and the reason for leaving the same.

67. It will be the practice to find employment suitable to their capacity for men who have been crippled in the service or otherwise incapacitated for work in which they have been engaged. If competent, they will be given preference as switchmen, if they so desire.

68. The time of crews in road service will begin at the time they report for duty and continue until they are relieved from duty.

Passenger and freight crews are not to be considered relieved from duty until they are relieved of charge of train.

69. In computing miles made by trainmen, the distance is to be computed from the yard or station from which trainmen are required to move their trains.

70. When the time of departure of a regular scheduled train or a regular established run is set back, the time of men on such trains will begin thirty (30) minutes before the initial leaving time.

It is not understood that there is any authority for fixing the reporting time for crews at an hour later than thirty (30) minutes before the schedule leaving time of trains.

This rule also applies to regular extra trains; that is, extras which leave terminals at a fixed hour and are bid in as preference runs. This does not apply to men held for rest.

71. Men called for wrecking trains will be relieved upon their return, but in case they are needed again for wrecking service inside of ten (10) hours from time called, they will be paid continuous time at regular rates from time first called until finally relieved.

72. Trainmen called for extra runs and not sent out through no fault of their own, will be paid one-half ( $\frac{1}{2}$ ) day's pay and stand first out on trains not provided with regular crews.

73. Trainmen reporting for regular runs which have been annulled without previous notice and not sent out through no fault of their own, will be paid one (1) day's pay.

74. Trainmen will be paid for actual service performed when relieved for reasons of their own; that is, they will receive the actual miles run or the hours made.

75. Conductors learning the road will not be paid therefor in the class of service employed, except when forced to take another run.

76. When men are required to attend switches, watch crossings or do any work other than their regularly assigned duties, they will be paid their regular pay. This does not apply to disabled men temporarily assigned by their own request.

77. Passenger and freight conductors who have been on duty more than ten (10) hours will be allowed fifteen (15) minutes, after being relieved at terminal, to complete their day's work; this time to be added to the hours of service.

78. Men performing two classes of service in one (1) day will be paid the highest rate for the whole day.

79. Men attending court, inquests, or investigations (except when subject to discipline) will be paid the same rates they would have been entitled to had they remained on their runs. This will not apply to examination for promotion.

If on lay-off days, they will, if held five hours or less, be allowed one-half ( $\frac{1}{2}$ ) day's pay; if held over five (5) hours, they will be paid not less than one (1) day's pay.

If called before a day's work begins or after the close of a day's work, they will be paid on the hourly basis for the class in which they are employed.

If away from home, they will be allowed in addition their legitimate expenses.

Men who are entitled to rest will not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

80. When time claimed on time slips is not allowed, the men interested will be promptly notified in writing, and given reason why said time should not be allowed. This must be done in every case.

81. Train and yard crews will not be required to work with more than one (1) inexperienced man.

82. Regular freight and regular yardmen will not be called upon to do extra or emergency work when spare men are available.

83. Men will not be required to coal or sand engines, except in emergency. If it is necessary for them to do so, they will be paid therefor, in miles or hours, as the case may be, but in no case less than one (1) hour.

84. Train and yardmen will not be required to couple or uncouple steam, air or signal hose when car inspectors or steam heat men are available. Nor shall they be required to handle on repair tracks, cars which have no drawbars, unless chained together by car inspectors.

85. Men on snow plow trains will not be required to operate snow plow or scraper except in emergency.

86. Placing cars on coal trestles at night where conditions render the work hazardous, will not be required of men when it can be avoided.

87. Men will not be required to pay for loss or damage of switch keys, provided such loss is reported in writing and satisfactorily explained to proper office within twenty-four (24) hours after such loss.

88. Caboose tracks will be provided at terminal points where practicable, and no switching will be done with caboose cars. Other cars will not be placed on caboose tracks.

Caboose cars, assigned to crews, will not be sent out with other crews unless sufficient notice has been given to the crews to whom such cars have been assigned, except in cases of emergency.

89. At points where regular callers are employed, men in road service living within one (1) mile of the yard, will be called between the hours of 11.00 P. M. and 6.00 A. M. at least an hour before leaving time. The caller will be provided with a call book which will specify the leaving time of the train; said book to be signed by the men called.

90. When assignment, change of Division, or change of trains, require men to change their place of residence they will be furnished free transportation for their families and household goods to their new place of residence at time of transfer.

91. Conductors will be given term passes good between all stations on the district or districts on which they run.

Trainmen and yardmen who have been in the service one (1) year will be given term passes over the division or divisions on which they work.

92. If an employe in any of the classes provided for in this schedule feels that he has been unfairly disciplined or unfairly treated as to pay he will, upon request, be given a hearing by his Division Superintendent within ten

days, and the Division Superintendent will give his decision in writing within ten days from the date of hearing.

If the employe is not satisfied with the decision of the Division Superintendent he may appeal to the General Superintendent and then up to and including the General Manager.

The employe may be represented by a committee of fellow employes if he so desires.

An appeal to the General Manager must be filed within 90 days from the date of the first hearing.

In cases involving a demand for time lost, the appeal must be made to the Superintendent within 15 days, and if an appeal is made from the Superintendent's decision it must be presented in writing within 30 days from the date of the Superintendent's decision.

If discipline is found to be unjust the employe will receive full pay for any time he may have lost, and if dismissed will be immediately reinstated.

Requests for modification of discipline on account of clemency will not be considered unless the request is made within six months from the date of the original investigation.

93. Applicants for positions in train or yard service will be examined as to visual power, color perception and hearing under such rules as may be established by the General Manager.

In re-examining men as to visual power and color perception, tests will be made with reading cards, worsteds and lanterns as may be prescribed by the General Manager. If a man fails on these tests, he will be accepted if he passes the tests with such flags, lights and signals as are used on the road.

Failure to pass the tests with reading cards, worsteds and lanterns, as prescribed by the General Manager, shall have no bearing on the second test with flags, lights and signals as are used on the road.

Hearing tests will be made by ordinary conversation.

It is understood that this rule is subject to such modification as may be required by law.

94. This agreement not to operate to reduce any rates that may be now higher than those agreed upon.

#### APPLICATION OF THE SIXTEEN HOUR LAW.

95. (a) Employes in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws, if State laws govern.

(b) If employes in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note: If the Company for any reason ties up a crew between terminals before it has been on duty fourteen hours continuous time at schedule rates will be allowed for all time tied up. If the crew is tied up after having been on duty more than fourteen, but less than sixteen hours, it will be considered as having been tied up by the application of the Sixteen Hour Law, and in such case the eight hour rest period will govern and time for eight

hours will be deducted, but pay will begin at the expiration of the eight hour rest period. If the crew is on duty sixteen hours and is tied up for rest the ten hour period governs and time for ten hours will be deducted, but pay will begin at the expiration of the ten hour rest period.

(c) When employes in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

Note: If any member of a crew has been on duty sufficiently long to warrant being tied up in order to comply with the Sixteen Hour Law and the remaining members of the crew have not been on duty a sufficient length of time to warrant being tied up under the law, but are tied up because of the member who is tied up under the law, all members of the crew so tied up will be paid in accordance with the schedule and independent of Rules coming under the heading "Application of Sixteen Hour Law."

(d) Continuous trip will cover the movement straightaway or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employes in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

Example: A crew has been on duty 14 hours and has run 140 miles, is tied up, under the law, eight hours for rest, at a point twenty-five miles from terminal, to which they were going. At the expiration of the rest period they proceed and run twenty-five miles; if they cover the distance in two hours they are paid for twenty-five miles; if three hours is consumed in running the twenty-five miles they are paid for thirty miles, instead of a minimum day. The introduction of the law does not set aside the schedule as to the right of a crew to continue to its terminal.

(f) Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

Example: A crew is tied up for rest under the law and is taking rest in caboose and while so doing is moved to terminal in charge of some other crew. The crew thus tied up and moved to terminal will date its rest period from time tied up, but will be paid miles or hours, whichever is greater,

from point where tied up to terminal. The time computation to be based on the run of train on which they move from point where tied up to terminal.

(g) Employees in train service tied up under the law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the Law, and then be permitted to work ten hours, or paid therefor.

**Note:** In cases where yardmen are relieved from duty when they have worked less than sixteen hours they have not been tied up under the law, but in any case where they remain on duty sixteen hours the law applies, and in such cases they will be tied up for ten hours.

**Example:** In a ten-hour yard a man begins work at 7.00 A. M. and works sixteen hours, or until 11.00 P. M., is tied up until 9.00 A. M., when he can be used on his regular trick, will be paid for ten hours, or he can be used for ten hours from 9.00 A. M. and be paid for ten hours.

**Example:** In an eight-hour yard a man begins work at 7.00 A. M., and works sixteen hours, or until 11.00 P. M., is tied up until 9.00 A. M., at which time he would resume work on his regular trick and work the remaining six hours of same and be paid for eight hours.

96. The rates of pay and rules herein contained constitute an agreement between the New York, New Haven and Hartford Railroad Company, and its conductors, trainmen and yardmen, and will not be departed from without first giving thirty (30) days' notice from either party to the other.

(Signed) B. R. POLLOCK,  
*General Superintendent.*  
(Approved) S. HIGGINS,  
*General Manager.*

For The New York, New Haven and Hartford Railroad Company.

(Signed) J. WALL,  
*Chairman.*  
G. A. WILLIAMS,  
*Vice-Chairman.*  
L. C. BOUDREAU,  
*Secretary.*  
For the Conductors.

(Signed) JOHN L. ROWE,  
*Chairman.*  
W. T. DILLON,  
*Vice-Chairman.*  
M. F. O'GARA,  
*Secretary.*  
For the Trainmen and Yardmen.



**CONDUCTORS AND TRAINMEN, NEW YORK, ONTARIO & WESTERN RAILWAY.**

*Rules and regulations relative to train and yard service. Rules in effect  
June 16, 1910.*

It is the purpose of the following rules to institute a consistent system of promotion and to give preference to men of experience now in the service.

1. Seniority will be the rule for promotion or advancement in the train service when merited by faithful discharge of duty and when the employe has shown capacity for increased responsibility.

2. The order of promotion will be:

(1) Trainmen to Train Baggage-master or (2) Flagman.

(2) Flagman to Yard Conductor or (3) Freight Conductor.

(3) Freight Conductor to Milk Train or (4) Passenger Conductor.

3. A record or lineal list of all employes in the train and yard service will be kept, which will be accessible at any time to any employe whose name is on such record.

4. No distinction will be made between the road and yard service as to rights, provided that conductors and yardmen who have not served on the road within one year will not be eligible to promotion from the yard to the road service until they have again served in the next lower grade a sufficient time to become familiar with its duties; and provided, also, that the consecutive order of promotion specified above is observed.

5. The trainman, flagman or conductor in the order of his seniority, will be promoted according to his ability, which will be determined by examination.

6. Any employe failing to pass the first examination, may have a second examination, and failing in that shall go behind all others in his grade of the service. In case failure to pass the first examination results from physical disability and the employe passes the second examination, promotion will date from the first examination. An employe having passed an examination will be furnished with a certificate by his superintendent.

7. Examination shall be upon the following subjects: Book of Rules, Special Rules and Current Time Tables, Physical Characteristics of the Road, Stations, Switches, Crossings, etc., Train Reports and Train Appliances.

8. An employe of the train service, before being promoted, will be required to have a certificate from one of the Company's Medical Examiners to the effect that he has no defects of hearing or eyesight, or other physical disabilities which will incapacitate him for such service.

9. New runs and vacancies as they occur in the positions of conductors, flagmen, train baggage-masters and trainmen (regular service), yard conductors and yardmen, will be advertised by bulletin for five (5) days.

10. Vacancies in the positions of yardmasters will generally be filled by appointment, and any employe accepting such a position will not lose any rights in the train service.

11. In filling temporary vacancies the older men, when qualified, will have preference.

12. No employe will be suspended without cause, or discharged without a hearing or investigation, which will be given promptly.

13. Employes, when discharged or suspended, will receive due notice to that effect within a reasonable time after investigation.

14. Any employe who may have been suspended and afterwards found blameless, will receive pay for the time lost.

15. Employees will be granted leave of absence on their request as soon as practicable, whenever they wish to appeal to any officer of the Company, and the right of appeal to any officer is accorded to all employees.

16. Leave of absence should be limited to sixty days, except in cases of sickness or other disability, and may be extended at the discretion of the superintendent.

17. No leave of absence will be granted to enter the service of another company.

18. Any employee who has been in the service three months will, upon leaving, receive a service card or letter stating employment, time of service, and cause of leaving.

19. Callers will be provided at Norwich to call all except passenger and way freight crews; at Mayfield Yard to call all extra crews and notify regular crews of the annulment of their trains; and at Middletown and Mayfield Yard, to call all crews, except mine, between 9 P. M. and 7 A. M. Crews will be called one hour, as near as may be, before the leaving time of their trains.

20. The calling distance will be within one mile of the principal station at each calling point.

21. Employees shall have ten hours rest after sixteen hours continuous service, except in case of wreck, washout or other emergency.

22. The passenger runs will be on a basis of ten hours and 150 miles per day, and the milk runs on a basis of ten hours and 125 miles per day, and at uniform rates for conductors, baggagemen and trainmen, except as noted in schedule. Milk runs of 100 miles or less will be through freight rates.

23. The passenger, milk and branch service rates and runs are shown under Schedule A. B. and C.

24. After June 15, 1910, and until September 1, 1911, the following rates will be paid in passenger service:

Conductors . . . . .	\$4.10 per day
Baggagemen . . . . .	2.60 per day
Trainmen . . . . .	2.45 per day

25. Beginning September 1, 1911, the following rates will be paid in passenger service:

Conductors . . . . .	\$4.20 per day
Baggagemen . . . . .	2.75 per day
Trainmen . . . . .	2.55 per day

And any excess mileage over 150 miles per day, at the following rates per mile:

Conductors . . . . .	2.68 cents per mile
Baggagemen . . . . .	1.55 cents per mile
Trainmen . . . . .	1.50 cents per mile

Through baggagemen a proportional increase.

26. After June 15, 1910, and until July 1, 1911, the following rates will be paid in milk train service:

Conductors . . . . .	\$3.90 per day
Flagmen (local milk) . . . . .	2.65 per day
Flagmen (through milk) . . . . .	2.50 per day
Trainmen (local milk) . . . . .	2.55 per day
Trainmen (through milk) . . . . .	2.40 per day

27. Beginning July 1, 1911, the following rates will be paid in milk train service:

Conductors . . . . .	\$3.93 per day
Flagmen (local milk) . . . . .	2.65 per day
Flagmen (through milk) . . . . .	2.52 per day
Trainmen (local milk) . . . . .	2.55 per day
Trainmen (through milk) . . . . .	2.42 per day

28. In freight and extra service, 100 miles or less will be a day's work, and overtime will be allowed for each hour after ten hours' continuous service, at one-tenth the rate per day.

29. After June 15, 1910, and until July 1, 1911, the following rates will be paid in through and extra freight, coal and mine service:

Conductors . . . . .	\$3.55 per day
Flagmen . . . . .	2.50 per day
Brakemen . . . . .	2.40 per day

Local or pickup service:

Conductors . . . . .	\$3.85 per day
Flagmen . . . . .	2.80 per day
Brakemen . . . . .	2.70 per day

30. After July 1, 1911, the following rates will be paid in through and extra freight, coal and mine service:

Conductors . . . . .	3.63 cents per mile
Flagmen . . . . .	2.525 cents per mile
Brakemen . . . . .	2.42 cents per mile

Local or pick-up service:

Conductors . . . . .	3.975 cents per mile
Flagmen . . . . .	2.8 cents per mile
Brakemen . . . . .	2.7 cents per mile

Work, construction, snow-plow or wrecking trains will be paid through freight rates.

31. The yard service will be on a basis of ten hours per day, not including the hours allowed for meals. Yardmen will be allowed one hour for meals at the end of the fifth hour from time of starting work and if required to work thirty minutes of the meal hour will be paid one hour overtime and allowed thirty minutes thereafter for lunch.

32. After June 15, 1910, and until July 1, 1911, the following rates will be paid in all yard service:

Yard Conductors (day) . . . . .	\$3.20 per day
Yard Conductors (night) . . . . .	3.30 per day
Yardmen (day) . . . . .	2.80 per day
Yardmen (night) . . . . .	3.00 per day

33. After July 1, 1911, the following rates will be paid in all yard service:

Yard Conductors (day) . . . . .	\$3.50 per day
Yard Conductors (night) . . . . .	3.70 per day
Yardmen (day) . . . . .	3.20 per day
Yardmen (night) . . . . .	3.40 per day

34. Overtime on turn-around freight runs will be computed from the time

required to be on duty at terminal until arriving time at terminal after ten hours, on the basis of ten miles per hour.

35. Less than thirty minutes will not be considered, and thirty minutes or more will be considered one hour.

36. Regular train crews in interrupted service, being relieved from duty three or more consecutive hours, will be paid overtime only when thirty minutes or more late at home terminal.

37. Train crews having made mileage equal to the mileage allowed for the run will be paid overtime after thirty minutes at the home terminal for any extra work done, in addition to the regular work of the run.

Baggagemen who are required to remain on duty at terminal longer than the rest of the crew will be paid overtime after thirty minutes.

38. Train crews when called for duty and if held under orders for not more than five hours, shall receive one-half day; for more than five hours, one day.

39. Train crews will receive actual miles for all miles made in doubling when the total mileage made exceeds the mileage allowed for the run.

40. Time slips covering overtime or special service will be sent to the superintendent for approval and check and then sent by him to the time clerk, and employes notified when such slips are not approved.

41. Employes attending court or other business of the Company, by order of the superintendent, will be allowed their regular rates of pay; and when deadheading, half-pay at the regular rate for their class of service.

42. Flagmen, trainmen, train baggagemen or yardmen, when allowed to sign train orders and in charge of the train, will be allowed conductors' pay.

43. Passenger conductors handling O. & W. parlor cars will be allowed extra pay, at the rate of ten dollars per month.

44. Conductors called to do yard or other temporary work will receive road conductors' pay.

45. All new runs or special service will be on the same basis and at the same rate as present and regular service.

46. When any regular run, other than a season or temporary run, is discontinued the men holding such regular run may prefer any run held by their juniors, for which they are qualified. When a season or temporary run is discontinued they will return to the last position held by them.

47. The extra time will be divided, as far as practicable, among the extra men. The surplus men will be laid off or transferred whenever they are unable to make twenty days per month for two consecutive months, and no more men will be retained in the train service than necessary to do the work.

48. It is the policy of the Company to furnish employment for disabled employes at such work as they may perform without danger to public safety or the Company's property.

49. Application of Sixteen-Hour Law.

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws, if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in

the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is relieved for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into the terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

The within rates of pay of Conductors, Trainmen and Yardmen have been agreed upon by the Railway Company and a Committee of its employees representing the Train and Yard Service. The rates will take effect on dates specified above and continue in force until September 1, 1911, and thereafter until either party shall give to the other thirty days notice of a desire to revise such rates.

E. CANFIELD,  
General Superintendent.

Accepted for the Conductors.

P. S. TITUS, Chairman.

Accepted for the Trainmen and Yardmen.

J. E. KIPP, Chairman.

Adopted May 1st, 1900.

Revised February 1st, April 1st, 1903; July 1st, 1905; July 1st, 1907;  
June 16th, 1910.

## SCHEDULE "A"—PASSENGER TRAIN SERVICE.

After June 15, 1910, and Until September 1, 1911.

Trains.	BETWEEN.	Miles per Day.	RATES PER DAY.			Time allowed in day
			Con- duc- tors.	Baggagemen.	Train- men.	
1-2	Weehawken-Walton.....	179	\$4 10	{ Three men between Weehawken and Oswego, \$88 per month \$2 60	\$2 45	1 1-5
1-2	Walton-Oswego.....	146	4 10		2 45	1
3-4	Weehawken-Sidney.....	200	4 10		2 45	1 1-3
5-6	Weehawken-Walton.....	179	4 10	{ Three men between Weehawken and Oswego, \$88 per month \$2 60	2 45	1 1-5
5-6	Walton-Oswego.....	146	4 10		2 45	1
7-8	Weehawken-Roscoe.....	135	4 10	\$2 60	2 45	1
19-20	Weehawken-Roscoe.....	135	4 10	2 60	2 45	1
99-20	Weehawken-Roscoe.....	270	4 10	2 60	2 45	1 4-5
*27-28	Weehawken-Liv. Manor..	207	4 10	2 60	2 45	1 1-2
17-18	Weehawken-Liberty.....	236	4 10	2 60	2 45	1 1-2
21-22	Weehawken-Liv. Manor..	129	4 10	2 60	2 45	1
*25-26	Weehawken-Liberty.....	196	4 10	2 60	2 45	1 1-2
15-16	Summitville-Weehawken..	186	4 10	2 60	2 45	1 1-4
23-24	Weehawken-Monticello...	123	4 10	2 60	2 45	1
97-98	Weehawken-Kingston....	256	4 10	2 60	2 45	1 2-3
41-42	Norwich-Oswego.....	200	4 10	2 60	2 45	1 1-3
55-56	Delhi-Norwich.....	123	4 10	2 60	2 45	1
55-56	Norwich-Utica.....	162	4 10	2 60	2 45	1
57-58						
1-2	Utica-Randallsville.....	124	4 10	2 60	2 45	1
65-66						
1-12	Cadosia-Scranton.....	150	4 10	2 60	2 45	1

\* Includes the extra mileage between Middletown and Weehawken — 78 Miles.

## SCHEDULE "B."—MILK TRAIN SERVICE.

After June 15, 1910, and Until July 1, 1911.

Trains.	BETWEEN.	Miles per Day.	RATES PER DAY.			Time Allowed in days.
			Conduc- tors.	Baggage- men.	Train- men.	
9-01	Middletown-Weehawken.....	156	\$3 90	\$2 50	\$2 40	1 1-5
9-10	Middletown-Edmeston.....	154	3 90	2 50	2 40	1 1-5
11-12	Middletown-Weehawken.....	156	3 90	2 50	2 40	1 1-5
*11-12	Middletown-Sidney.....	122	3 90	2 65	2 55	1
*13-14	Sidney-Oswego.....	125	3 90	2 65	2 55	1
13-14	Middletown-Sidney.....	122	3 90	2 50	2 40	1
13-14	Middletown-Weehawken.....	156	3 90	2 50	2 40	1 1-5
*59-60	Rome-Norwich.....	110	3 90	2 65	2 55	1

\* Classed as local milk.

Extra trainmen doubling between Cornwall and Roscoe on milk trains will receive one and one-third (1½) days.

## SCHEDULE "C."—BRANCH TRAIN SERVICE.

After June 15, 1910, and Until July 1, 1911, and Sept. 1, 1911.

Trains.	BETWEEN.	Miles per day.	RATES PER DAY.			Time allowed in days.
			Conduc- tors.	Baggage- men.	Train- men.	
†440-449	Port Jervis and Valley Junction.....	80	\$3 55	\$2 50	\$2 40	1
*404-415	Kingston and Monticello.....	132	4 10	2 60	2 45	1
*401-406	Monticello and Kingston.....	132	4 10	2 60	2 45	1
*402-403	Kingston and Summitville.....	140	4 10	2 60	2 45	1
409-416						
†171-172	Sidney and Edmeston.....	128	3 55	2 50	2 40	1 1-6
†175-176						
†67- 68	Utica and Norwich.....	100	3 65	2 50	2 40	1

† Until July 1, 1911.

\* Until September 1, 1911.

## SCHEDULE "D."—WAY AND LOCAL FREIGHT SERVICE.

After June 15, 1910, and Until July 1, 1911.

Trains.	BETWEEN.	Miles per day.	RATES PER DAY.			Time al- lowed in days.	Over- time at 1-10 per hour after.
			Conduc- tors.	Flag- men.	Train- men.		
	Cornwall and Livingston Manor.....	76	\$3 85	\$2 80	\$2 70	1	10 hrs.
	Walton and Livingston Manor.....	100	3 85	2 80	2 70	1	10 "
39- 40	Walton and Norwich.....	94	3 85	2 80	2 70	1	10 "
47- 48	Utica and Randallsville.....	62	3 85	2 80	2 70	1	10 "
49- 50	Norwich and Oswego.....	100	3 85	2 80	2 70	1	10 "
161-162							
165-166	Walton and Delhi.....	68	3 85	2 80	2 70	1	10 "
181-182							
183-184	Clinton and Rome.....	52	3 85	2 80	2 70	1	10 "
429-430	Summitville and Kingston.....	70	3 85	2 80	2 70	1	10 "
427-428	Summitville and Monticello.....	62	3 85	2 80	2 70	1	10 "
231-232	Cadosia and Scranton.....	54	3 85	2 80	2 70	1	10 "
177-178	Sidney and Edmeston.....	64	3 85	2 80	2 70	1	10 "
Pick-ups...			3 85	2 80	2 70	1	10 "

**CONDUCTORS AND TRAINMEN, PENNSYLVANIA RAILROAD.**

*Regulations and rates of pay for the government of trainmen in road and yard service. Effective August 1st, 1910.*

The following rates of pay and general rules will apply alike to all territory covered by these regulations, except when otherwise specified, but it is the intention to apply them in such a manner as to neither increase nor decrease any existing higher rates.

**PASSENGER SERVICE.**

In all passenger train service, not otherwise specified, standard rates of pay in both steam and electric service will be as follows:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors . . . . .	2.68 cents	42 cents
Baggagemasters . . . . .	1.55 cents	25 cents
Brakemen . . . . .	1.50 cents	24 cents

Minimum allowance for employes in passenger service for each day used, exclusive of overtime, will be as follows:

Conductors . . . . .	\$4.20 per day
Baggagemasters . . . . .	2.75 per day
Brakemen . . . . .	2.55 per day

Unless otherwise specified, regularly assigned passenger train employes who are ready for service the entire month and who do not lay off of their own accord will receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors . . . . .	\$125.00
Baggagemasters . . . . .	75.00
Brakemen . . . . .	70.00

Unless otherwise specified, overtime in passenger service will be allowed as follows:

(a) On straightaway or turn-around runs where the single trip exceeds 80 miles, overtime will be paid on a speed basis of 20 miles per hour, each part of the run to be computed separately.

(b) On short turn-around runs, no single leg of which exceeds 80 miles, overtime will be paid for all time actually on duty or held for duty in excess of eight (8) hours within a period of twelve (12) consecutive hours and for all time in excess of twelve (12) hours, computed continuously from time required to report for duty until final release at end of last run, deducting all home terminal layovers of three (3) or more consecutive hours. It is understood that the eight (8) hour and twelve (12) hour time limits referred to will be automatically increased to the extent of the increased rate paid the different classes of service over the minimum day of \$4.20 for conductors, \$2.75 for baggagemasters and \$2.55 for brakemen.



## FREIGHT SERVICE.

In through freight service, unless otherwise specified, the following rates will be paid:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors . . . . .	3.63 cents	36 cents
Flagmen . . . . .	2.525 cents	25 cents
Brakemen . . . . .	2.42 cents	24 cents

Unless otherwise specified, in all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less, ten hours or less will constitute a day's work; on runs of 100 miles or less overtime will be paid for time in excess of ten hours, and on runs of over 100 miles overtime will be paid for time used in excess of the time necessary to complete the trip at an average speed of ten miles per hour.

In freight service, runs of less than 100 miles will be paid as 100 miles, this not to change assigned runs. The Superintendent and local committee to agree as to points where extra crews make two or more short runs in continuous service without being entitled to 100 miles for each trip.

In local freight service, unless otherwise specified, the following rates will be paid:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors . . . . .	3.975 cents	40 cents
Flagmen . . . . .	2.80 cents	28 cents
Brakemen . . . . .	2.70 cents	27 cents

Unless otherwise specified, 100 miles or less, ten hours or less, to constitute a day.

## ROAD AND YARD SERVICE—GENERAL REGULATIONS.

1. Ability, fitness and seniority entitle trainmen to promotion as opportunity may offer. The Superintendent shall decide whether the candidate, or applicant, is qualified therefor. Trainmen passed around for promotion will, if they so desire, be informed upon request to the Superintendent the reason for so doing.

2. The word "Trainmen" as herein used applies to conductors, brakemen, flagmen and train baggagemasters.

3. Regularly assigned trainmen will not be used for extra service when competent extra men are available.

4. Passenger and freight road trainmen called to report for duty and through no fault of their own not used as called, will be paid for the time held for duty, with a minimum of three (3) hours, and not lose their turn. If used, not less than a minimum day will be allowed, and stand last out.

5. New runs and permanent vacancies in road, train and yard crews will be advertised on the bulletin board for ten days, and at the expiration of that time given to the oldest trainmen in the service making application in writing. Failure to make application for a run will not affect seniority except where it is a promotion.

In case no application is received for a new run or permanent vacancy, the oldest extra trainman in that grade will be required to accept same or lose his rights over the man who does accept it.

All temporary runs and prolonged vacancies will be filled by the senior trainmen making application for the same.

When layover of a run is changed from one point to another, it will be considered a new run and advertised as such. The crew thereon will be entitled to any run that is theirs by seniority.

Trainmen making application for a new run or vacancy must file the same with the division officer signing the advertisement, and will receive acknowledgment from him.

6. Overtime in passenger, freight and work service will be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

7. Time of trainmen will begin when they are required to report for duty and continue until relieved from responsibility for train, cabin or engine.

8. Freight trainmen running light or deadheading with cabin on another freight train will be allowed full time; on passenger trains half time and mark up on arrival.

Passenger trainmen will be allowed full time when deadheading under orders.

9. Trainmen used as pilots will receive conductor's pay.

10. Trainmen called as witnesses in court in the interest of the Railroad Company or before a coroner's inquest will be allowed time for same, with a minimum of one day, also traveling expenses and board when away from home.

11. Road freight trainmen will not be required to switch at the end of their runs where shifting engines are in use, except such switching as may be necessary to put away their trains. If, in addition, any classification or other switching work is necessary yard rates will be paid for the time so consumed, exclusive of trip rates.

12. Passenger trainmen required to do switching other than their own train will be paid for actual time made with a minimum of one (1) hour, if not covered by regular trip rate.

13. Trainmen required to attend switches, watch crossings or do any work outside of their regularly assigned duties will be paid their regular wages, except that when filling positions that pay a higher rate, they will receive the higher rate.

14. When the time claimed is not allowed, trainmen will be promptly notified in writing and reasons therefor given.

15. A classified roster will be kept on each division, under frame, giving the dates trainmen enter the service and the time of their promotion, and will be revised every six months.

16. A certificate will be given each trainman after he has been in the service six months, or earlier if promoted, showing the date of entering the service, and thereafter each promotion or demotion affecting his seniority rights will be added. In the event of leaving the service this certificate must be returned to the Superintendent.

17. When additional freight or passenger conductors, or flagmen, are needed a list of eligible trainmen will be posted for ten days prior to the time of examination, except in cases of emergency.

18. Trainmen failing to pass the first examination will be given thirty days to further prepare themselves. If they then pass the examination, they will be the senior to any junior trainmen who may have been promoted in the

meantime. Failure to pass, or if he declines the examination, he will be dropped back to the youngest regular brakeman and can only come up again in his turn. This shall not be retroactive.

A freight conductor failing to pass the required examination for passenger conductor will retain his seniority rights as a freight conductor.

19. The line of promotion in passenger service will be: Extra passenger brakeman, regular passenger brakeman, baggagemaster, extra passenger conductor and regular passenger conductor. The line of promotion in freight service will be: Extra freight brakeman, regular freight brakeman, extra freight flagman, regular freight flagman, extra freight conductor and regular freight conductor.

In the selection of passenger conductors, the practice now in vogue on this division will prevail.

20. In filling vacancies in the list of passenger brakemen, the applications of freight trainmen will be considered. Notice will be posted on bulletin boards giving trainmen ample time to file their applications.

21. Trainmen in Maintenance of Way service desiring to enter the Conducting Transportation Department may do so and will be placed on the roster as junior regular men in their class.

Trainmen entering the Maintenance of Way Department carry their C. T. seniority with them and may return to the C. T. Department with all their seniority rights in their respective classes when Maintenance of Way trains are withdrawn or vacancies in the C. T. Department exist.

22. Trainmen desiring of their own accord to be demoted will return to the foot of the extra brakemen's list, unless incapacitated by sickness or injury. Request to be made in writing.

23. Trainmen are eligible to promotion to the position of yard master, station master or their assistants.

24. Trainmen accepting promotion to official positions may retain their seniority rights in train service.

25. When, in the judgment of the Superintendent, it is advisable to pool crews, they will be run first in, first out.

26. When two or more divisions are merged, or inter-divisional runs are established, the rights of trainmen then in the service will be confined to the original territory on which they shall have earned their seniority. They shall also have seniority rights on the combined division over men entering the service after the date of merger. Men entering the service after the date of merger will have seniority rights on the combined division. On trains running over more than one division, each division will furnish its proportion of the crews. These crews to be allotted fairly between the divisions on track percentage according to mileage made.

27. Trainmen will be called as nearly as possible one hour before the time required to report for duty. The caller will be provided with a book in which the trainmen called shall sign their names and the time called. The regular places from which they are to be called should be designated, but permission must be obtained from the official in charge to be called elsewhere.

28. Road passenger and freight trainmen on regular runs leaving between the hours of 7 A. M. and 11 P. M. will not be called, but between 11 P. M. and 7 A. M. will be called within calling limits where callers are located.

29. Regular crews, or members thereof, called to go out ahead of their turn, will not be disciplined if not found at their calling places unless previously notified.

30. Rest periods will be regulated in accordance with the Federal Statute commonly known as the "16 hour law".

31. Trainmen will not be disturbed by a call for the purpose of investigation until expiration of time specified for rest, except in cases of emergency.

32. Trainmen who have been in the Company's service six months will, if they so desire, be given a service letter by the Superintendent when leaving the service, which they must sign when presented.

33. Trainmen will not be suspended nor dismissed from the Company's service without a fair and impartial trial. Neither will they be suspended for minor offenses, pending investigation or decision. Witnesses will be examined separately, but in the event of conflicting testimony, those whose evidence conflicts will be examined together. Trainmen will receive ten days' notice prior to the date suspension takes effect.

If called for investigation and found not guilty, they will be allowed lost time, but expenses and board will not be allowed.

34. It will not be the practice to start a train from a terminal without a full crew, except in cases of emergency.

35. Where through freight trains have but one brakeman, they will be given an additional brakeman when conditions warrant it.

36. Freight crews will be assigned a cabin car or its substitute, as far as practicable to do so.

37. In the event of cabin car being used by another crew, the crew to which car has been assigned will be notified.

38. Cabin tracks will be provided in yards where it is practicable to do so.

39. Yardmen will not switch with cabin car in train.

40. On passenger trains made up of express and postal cars, a coach will be provided on the rear for the use of crews when practicable.

41. Trainmen will not be compelled to purchase globes or lamps unless responsible for their loss or damage.

42. Road trainmen have no seniority rights in yard or yard trainmen on the road, except as qualified by yard regulation No. 8, and as provided for in special bulletin designating the names of the yards which are interchangeable or not interchangeable with road service.

43. Under ordinary conditions it will be the endeavor to so regulate the service that regular trainmen can make at least 26 days per month; the latter not to apply during periods of continued depression where to do so would work serious hardship to many deserving employees.

44. Fines shall not be imposed except such as may be enforced under the United States Mail Regulations.

45. In reduction of force and rearrangement of crews consequent thereto, seniority of trainmen shall govern. Trainmen relieved from service will be given preference in re-employment, if available, and previous service has been satisfactory.

46. In filling positions that can be taken by permanently disabled trainmen, preference will be given to such employees as are capable of performing the service.

47. Trainmen assigned to permanent work, wreck or construction train service, will be paid for same on an hourly basis at the overtime rates paid local freight crews, with a minimum of 10 hours per day. A minimum of six (6) hours will be allowed for subsequent calls after completion of regular day's work.

Extra work, wreck or construction train service will be paid on an hourly basis at the overtime rates paid through freight crews, with a minimum of 10 hours per day.

48. If a trainman should consider that any injustice has been done him, he should appeal in writing to his Superintendent within ten days.

49. Crews starting out with tonnage requiring them to double hills will be paid for the same in addition to trip rate with a minimum of one hour. Time allowed for doubling hills will extend overtime limit proportionately. This rule is not to apply where compensation for doubling is included in the trip rate.

50. Trainmen performing irregular service in connection with their regular day's work, such as held on duty after completion of their regular day and not used or required to deliver any part or all of their train to some point other than the designated terminal, will be paid miles or hours, whichever is the greater, with a minimum of three (3) hours at the overtime rate of the run in connection with which the service is performed.

When required to go to some point beyond the regular terminal to pick up any part or all of their train, or make side trips in connection with regular trip, they will be paid miles or hours, whichever is the greater, with a minimum of one (1) hour in addition to trip rate at the overtime rate of the run in connection with which the service is performed, and time allowed under this rule will extend time of trip accordingly.

When irregular work is performed as a separate service, it will be paid for under the minimum day rule.

51. Short freight runs based on less than a minimum day may be combined in any manner that traffic conditions may require, the minimum day rates applying, unless the combined rates of the runs exceed the minimum day, in which case they shall be paid the combined rates of the runs made with overtime computed separately for each published run. This rule is not to be construed so as to keep men working on continuous duty away from their home terminal.

52. Changes in rates will be bulletined.

53. Should either the officers of the Company or the trainmen desire to change these regulations, twenty (20) days' notice of the desired change will be given, and, if appealed, no change will be made until approved by the General Superintendent, the General Manager, and the duly authorized committee representing the trainmen shall have been heard. The appeal must be made within thirty (30) days.

#### YARD SERVICE REGULATIONS.

1. The rules for the government of road trainmen will govern yard trainmen where they apply.

2. Crews working between 6 A. M. and 6 P. M. shall be considered day crews, and between 6 P. M. and 6 A. M., night crews. In the event of an equal division of service, they will be considered night crews and paid night rates.

Day rates will be paid for the hours worked between 6 A. M. and 6 P. M., and night rates between 6 P. M. and 6 A. M.

3. One hour, without pay, will be allowed for meals between the hours of 11 and 1 A. M. or P. M. If not relieved for meals until 12:30 A. M. or P. M., they will be given thirty minutes within which to eat and be paid for the hour.

4. When yard trainmen are required to report for investigation after having finished their work, they shall be given an audience promptly after being relieved. If found not guilty, they will be allowed time held for investigation at their regular hourly rates.

5. Yard trainmen will report for duty and be relieved as nearly as practicable at specified points; when not so relieved they will be considered on duty. Yard trainmen waiting at specified relieving points will also be considered on duty.

6. When regular or extra yard trainmen are required to attend switches, watch crossings or do outside work they shall receive their regular yard rates.

7. The order of promotion in yards will be from brakeman to conductor. Flagmen (regular or extra) having acquired a higher standing in seniority by being promoted under regulations of November 4, 1903, will take precedence for promotion to conductor.

8. Yard trainmen will not have seniority rights outside of their respective yards or districts. When yards are abolished, trainmen so affected will have their choice of being placed in other yards on the division or district, according to seniority, or on the extra brakeman's list in road service according to seniority.

9. Unless previously notified that they will not be needed, regularly assigned yardmen (and extra yardmen while filling regular assignments) reporting for work and not used, and regular or extra yardmen working less than ten hours, will be paid for a minimum of ten hours unless they discontinue work of their own accord or are assigned to other duty.

10. Ten hours or less shall constitute a day; overtime at regular hourly rates.

11. Overtime to be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

#### APPLICATION OF SIXTEEN-HOUR LAW.

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straightaway or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuance trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

**SPECIFIED RUNS AND RATES OF PAY.**  
**ELMIRA DIVISION.**

Character of service.	Runs Between.	Dist- ance.	No. of trips.	Total mileage.	CONDUCTOR.		BAGGAGE MASTER OR FLAGMAN.		BRAKEMAN.		Time limit of run.
					Trip rate.	Over- time rate.	Trip rate.	Over- time rate.	Trip rate.	Over- time rate.	
Local Passenger...	Southport and Canandaigua and return...	140	1	140	\$4.36	\$.42	\$2.75	\$.25	\$2.55	\$.24	.....
" " " " " "	Southport and Williamsport and return...	148	1	148	4.36	.42	2.75	.25	2.55	.24	.....
" " " " " "	Elmira and Williamsport and return...	132	1	132	4.36	.42	2.75	.25	2.55	.24	.....
Through Freight...	*Sodus Point and Stanley and return...	68	1	68	2.36	.42	1.82	.25	1.60	.24	.....
" " " " " "	Ralston and Lyons...	69	1	69	4.04	.37	3.62	.29	3.32	.24	.....
" " " " " "	Southport and Ralston and return...	100	1	100	4.41	.37	3.93	.29	3.60	.24	.....
" " " " " "	Williamsport and Ralston and return...	78	2	156	4.41	.37	3.93	.29	3.60	.24	11 hours.
" " " " " "	Southport and Canandaigua...	74	1	74	4.04	.37	3.62	.29	3.32	.24	12 "
" " " " " "	Southport and Canandaigua...	74	1	74	4.04	.37	3.62	.29	3.32	.24	12 "
Local " " " "	Sodus Point, Stanley and return...	68	1	68	4.04	.37	3.62	.29	3.32	.24	11 "
" " " " " "	Southport and Williamsport...	74	1	74	4.37	.40	3.98	.28	3.67	.27	11 "
" " " " " "	Southport and Canandaigua...	70	1	70	4.37	.40	3.98	.28	3.67	.27	11 "
Yard and Pusher...	Stanley and Sodus Point and return...	68	1	68	4.37	.40	3.98	.28	3.67	.27	11 "
" " " " " "	Ralston Yard and Pusher between Ralston and Pembryn...	.....	.....	.....	4.04	.37	2.78	.25	2.66	.24	11 "
" " " " " "	Watkins Yard and Pusher between Watkins and Starkey, and Watkins and Pine Valley	.....	.....	.....	4.04	.37	2.78	.25	2.66	.24	11 "
Work Train...	Permanent...	.....	.....	.....	.....	40	.....	28	.....	27	.....
" " " " " "	Extra...	.....	.....	.....	.....	37	.....	25	.....	24	.....
Yard " " " "	All Yards...	.....	.....	.....	.....	36	.....	.....	.....	33	.....
" " " " " "	Day...	.....	.....	.....	.....	38	.....	.....	.....	35	.....
" " " " " "	Night...	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

RATES PER HOUR.

\* The minimum passenger day to be applied to crews on this run only on week days when their combined earnings in passenger, freight and yard service do not equal the minimum.

Approved: H. M. CARSON,  
General Superintendent.

H. A. JAGGARD,  
Superintendent.



SPECIFIED RUNS AND RATES OF PAY.  
BUFFALO DIVISION.

Character of service.	Runs Between.	Dist- ance.	No. of trips.	Total mileage.	CONDUCTOR.		BAGGAGE MASTER OR FLAGMAN.		BRAKEMAN.		Time limit of run.
					Trip rate.	Over- time rate.	Trip rate.	Over- time rate.	Trip rate.	Over- time rate.	
Through Passenger	Buffalo and Philadelphia and return.	834	1	834	.....	.....	13.35	\$ .25	.....	.....	.....
"	Buffalo and Pittsburgh and return.	544	1	544	.....	.....	8.64	.25	.....	.....	.....
"	Buffalo and Reno.	166	1	166	\$4.81	\$ .42	2.65	.25	\$2.55	\$ .24	.....
Local	Buffalo and Oil City.	138	1	138	3.20	.42	.....	.....	2.95	.24	.....
"	Buffalo and Emporium Junction.	121	1	121	3.82	.42	2.35	.25	2.15	.24	.....
"	Buffalo and Olean.	70	1	70	2.09	.42	1.39	.25	1.56	.24	.....
"	Buffalo and East Aurora.	17	1	17	.77	.42	.....	.....	.....	.....	.....
"	Olean and Ridgeway and return.	134	1	134	4.40	.42	2.75	.25	2.55	.24	*Non Ex- press.
"	Rochester and Olean, including Nunda.	110	1	110	3.73	.42	2.62	.25	2.55	.24	.....
"	Rochester and Olean.	106	1	106	3.73	.42	2.54	.25	2.06	.24	.....
"	Rochester and Nunda and return.	102	1	102	4.20	.42	2.74	.25	2.06	.24	.....
"	Buffalo and Oil City.	138	1	138	4.20	.42	2.73	.25	2.55	.24	.....
"	Corry and Oil City.	135	1	135	4.20	.42	2.73	.25	2.55	.24	.....
Through Freight..	Buffalo and Olean and return.	138	1	138	5.18	.37	2.80	.28	2.50	.24	.....
"	*Oil City and Buffalo.	138	1	138	5.08	.37	3.63	.28	3.39	.25	14 hours.
"	Buffalo and Olean.	119	1	119	4.45	.37	3.14	.28	3.01	.25	.....
"	Buffalo and Emporium Junction.	106	1	106	4.04	.37	2.87	.28	2.76	.25	.....
"	Rochester and Olean.	69	1	69	3.67	.37	2.62	.28	2.49	.25	.....
"	Olean and Emporium Junction and return.	84	1	84	3.67	.37	2.62	.28	2.49	.25	.....
"	Buffalo and Olean.	74	1	74	3.67	.37	2.62	.28	2.49	.25	.....
"	Buffalo and Machias Junction and return.	98	1	98	3.67	.37	2.62	.28	2.49	.25	.....
"	Rochester and Mt. Morris and return.	87	1	87	3.67	.37	2.62	.28	2.49	.25	.....
"	Buffalo and Brocton and return.	87	1	87	3.67	.37	2.62	.28	2.49	.25	.....
"	Brocton and Oil City.	87	1	87	3.67	.37	2.62	.28	2.49	.25	.....
"	Oil City and Corry and return.	87	1	87	3.67	.37	2.62	.28	2.49	.25	.....

\* One hour's additional pay will be allowed when Corry or Spartansburg Hill is doubled and no overtime accrues.

## SPECIFIED RUNS AND RATES OF PAY.

## BUFFALO DIVISION — Continued.

Character of service.	Runs Between.	Distance.	No. of trips.	Total mileage.	CONDUCTOR.		BAGGAGE MASTER OR FLAGMAN.		BRAKEMAN.		Time limit of run.
					Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	
Through freight.	Buffalo and Olean including Lackawanna.	83	1	83	\$3.67	\$ .37	\$2.62	\$ .26	\$2.49	\$ .25	10 hours
Local freight.	Buffalo and Machias Jet, and return, including Lackawanna.	98	1	98	3.67	.37	2.62	.26	2.49	.25	10 "
"	Buffalo and Olean.	103	1	103	3.67	.40	2.62	.28	2.49	.27	11 "
"	Buffalo and Olean.	99	1	99	3.86	.40	2.80	.28	2.57	.27	11 "
"	Rochester and Mt. Morris and return.	74	1	74	3.97	.40	2.86	.28	2.70	.27	10 "
"	Rochester and Olean, including Nunda.	114	1	114	4.77	.40	3.36	.28	3.24	.27	12 "
"	Rochester and Olean.	108	1	108	4.77	.40	3.36	.28	3.24	.27	12 "
"	Olean and Germont and return.	82	1	82	4.77	.40	3.36	.28	3.24	.27	12 "
"	Buffalo and Olean.	69	1	69	4.77	.40	3.36	.28	3.24	.27	12 "
"	Buffalo, Junction and Olean.	53	1	53	4.77	.40	3.36	.28	3.24	.27	12 "
"	On City and Corry and return.	87	1	87	4.77	.40	3.36	.28	3.24	.27	12 "
"	Corry and Brocton and return.	86	1	86	4.77	.40	3.36	.28	3.24	.27	12 "
"	Buffalo and Brocton and return.	98	1	98	4.77	.40	3.36	.28	3.24	.27	12 "
RATES PER HOUR.											
Worktrain.	Extra.	.....	.....	.....	.....	37	.....	.26	.....	.25	.....
Yard.	Buffalo District and Rochester — Day.	.....	.....	.....	.....	37	.....	.....	.....	.34	.....
"	Buffalo District and Rochester — Night.	.....	.....	.....	.....	39	.....	.....	.....	.36	.....
"	All other yards — Day.	.....	.....	.....	.....	36	.....	.....	.....	.33	.....
"	All other yards — Night.	.....	.....	.....	.....	38	.....	.....	.....	.35	.....

Approved: R. L. O'DONNELL,  
General Superintendent.  
GEO. B. BEALE,  
Superintendent.

SPECIFIED RUNS AND RATES OF PAY.  
ALLEGHENY DIVISION.

Character of service.	Runs Between.	Distance.	No. of trips.	Total mileage.	CONDUCTOR.		BAGGAGE MASTER OR FLAGMAN.		BRAKEMAN.		Time limit of run.
					Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	
Through passenger	Pittsburgh and Buffalo and return.	544	1	544	\$5.06	.42	\$8.64	.25	\$2.78	.24	.....
"	Pittsburgh and Titusville.	151	1	151	4.48	.42	3.03	.25	2.55	.24	.....
"	Pittsburgh and Oil City.	134	1	134	6.04	.42	2.75	.25	2.55	.24	.....
Local	Pittsburgh and Emlenton and return.	180	1	180	6.04	.42	3.63	.25	3.32	.24	.....
"	Pittsburgh, S. K., and Philipston and return.	147	1	137	4.70	.42	3.14	.25	2.60	.24	.....
"	Pittsburgh and Kittanning.	44.6	1	181	5.77	.42	3.85	.25	3.32	.24	.....
"	Pittsburgh and Kittanning and return.	45.6	3	135	3.20	.42	2.13	.25	1.66	.24	.....
"	Pittsburgh and Kittanning and return.	91	1	91	4.48	.42	2.75	.25	2.55	.24	.....
(Sunday)	Pittsburgh and Kittanning and return.	117	1	117	3.73	.42	2.55	.25	2.06	.24	.....
Local passenger	Oil City and Warren and return.	111	1	111	3.73	.42	2.24	.25	.....	.....	.....
"	Bradford, Riverside Junction and Olean.	.....	.....	155	4.20	.42	2.75	.25	2.55	.24	.....
"	Philipston and Driftwood.	113	1	113	3.73	.42	2.55	.25	2.06	.24	.....
"	Philipston and DuBois and return.	136	1	136	4.48	.42	3.03	.25	2.55	.24	.....
"	Philipston and DuBois and return.	136	1	136	4.48	.42	2.86	.25	2.55	.24	.....
"	Philipston and DuBois and return.	136	1	136	4.48	.42	2.75	.25	2.55	.24	.....
"	New Bethlehem and Driftwood and return.	179	1	179	6.04	.42	4.03	.25	3.32	.24	.....
"	Brookville and Driftwood and return.	137	1	137	4.48	.42	2.75	.25	2.55	.24	.....
Through freight.	Pittsburgh and Oil City.	130	1	130	5.18	.37	3.90	.28	3.47	.25	14 hours
"	Pittsburgh and DuBois.	126.	1	126	5.18	.37	3.90	.28	3.47	.25	14 "
"	Pittsburgh and Red Bank and return.	122	1	122	5.18	.37	3.90	.28	3.47	.25	14 "
"	Philipston and Driftwood.	112	1	112	4.72	.36	3.47	.27	3.14	.24	13 "
"	Oil City and Olean.	116	1	116	4.36	.36	3.03	.27	2.90	.24	12 "
"	Warren and Olean and return.	121	1	121	4.50	.37	3.14	.26	3.01	.25	12 "
"	Kiskiminetas Junction and Oil City.	104	1	104	4.14	.36	3.12	.27	2.78	.24	11 1/2 "
"	Falls Creek and Driftwood and return.	94	1	94	4.04	.37	2.82	.26	2.66	.24	11 "
"	DuBois and Driftwood and return.	89	1	89	4.04	.37	2.78	.25	2.60	.24	11 "

## SPECIFIED RUNS AND RATES OF PAY.

## ALLEGHENY DIVISION — Continued.

Character of service.	Runs Between.	Distance.	No. of trips.	Total mileage.	CONDUCTOR.		BAGGAGE MASTER OR FLAGMAN.		BRAKEMAN.		Time limit of run.
					Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	Trip rate.	Over-time rate.	
Through Freight.	Phillipston and Oak Ridge and return.	51	1	51	\$3.63	\$ .36	\$2.53	\$ .25	\$2.42	\$ .24	10 hours.
"	Phillipston and DuBois.	68	1	68	3.27	.36	2.27	.25	2.18	.24	9 "
"	Kiskiminetas Junction and Phillipston and return.	74	1	74	3.07	.36	2.31	.27	2.06	.24	8½ "
"	Pittsburgh and Phillipston.	63	1	63	2.60	.37	1.94	.28	1.73	.25	7 "
"	Pittsburgh and Red Bank.	61	1	61	2.60	.37	1.94	.28	1.73	.25	7 "
"	Red Bank and Red Bank.	69	1	69	2.60	.37	1.94	.28	1.73	.25	7 "
"	Phillipston and Oil City.	67	1	67	2.60	.37	1.94	.28	1.73	.25	7 "
"	Phillipston and Venango.	56	1	56	2.34	.37	1.69	.28	1.49	.25	6 "
"	DuBois and Driftwood.	44	1	44	2.02	.37	1.39	.25	1.33	.24	5½ "
"	Pittsburgh and Kittanning.	42	1	42	1.82	.36	1.32	.26	1.21	.24	5 "
"	Pittsburgh and Phillipston.	63	1	63	4.77	.40	3.36	.28	3.24	.27	12 "
"	Pittsburgh and Red Bank.	61	1	61	4.77	.40	3.36	.28	3.24	.27	12 "
Local	Phillipston and Kiskiminetas Junction and return.	74	1	74	4.77	.40	3.36	.28	3.24	.27	12 "
"	Phillipston and Ford City and return.	50	1	50	4.77	.40	3.36	.28	3.24	.27	12 "
"	Phillipston and Oil City.	66	1	66	4.77	.40	3.36	.28	3.24	.27	12 "
"	Phillipston and Summerville and return.	73	1	73	4.77	.40	3.36	.28	3.24	.27	12 "
"	Phillipston and DuBois.	68	1	68	4.77	.40	3.36	.28	3.24	.27	12 "
"	DuBois and Driftwood and return.	89	1	89	4.77	.40	3.36	.28	3.24	.27	12 "
"	Kittanning and Kiskiminetas Junction and return.	32	1	32	4.77	.40	3.36	.28	3.24	.27	12 "
"	Oil City and Red Bank.	69	1	69	4.77	.40	3.36	.28	3.24	.27	12 "
"	Oil City and Kinzua.	69	1	69	4.77	.40	3.36	.28	3.24	.27	12 "
"	Oil City and Irvineton and return.	100	1	100	4.77	.40	3.36	.28	3.24	.27	12 "
"	Olean, Bradford and Kinzua.	65	1	65	4.77	.40	3.36	.28	3.24	.27	12 "
"	Kinzua and West Line and Gates.	2	2	2	4.77	.40	3.36	.28	3.24	.27	12 "
Mixed.	Sligo and Lawsonham and return.	20.4	2	40.8	4.77	.40	3.36	.28	3.24	.27	12 "

		RATES PER HOUR.	
Work Train.....	Permanent.....	40	.....
"	Extra.....	28	.....
Yard.....	Ford City and Kittanning.....	37.5	.....
"	Phillipston, Reynoldsville and Driftwood.....	33.5	.....
"	Day.....	33	.....
"	Night.....	35	.....
"	Day.....	33	.....
"	Night.....	35	.....
"	Day.....	36	.....
"	Night.....	38	.....
"	Venango, Oil City and Struthers.....	33	.....
"	Day.....	33	.....
"	Night.....	35	.....

Approved: R. L. O'DONNELL,  
General Superintendent.  
JAMES BUCKELEW,  
Superintendent.

**CONDUCTORS, TRAINMEN AND YARDMEN, RUTLAND RAILROAD.**

[Agreement of Jan. 1, 1906, was printed in annual report for 1906, p. 451.]

*Schedule of wages of Conductors, Trainmen and Yardmen. Effective  
June 1, 1910.*

Effective June 1, 1910, the following Schedule and Rules will govern the pay and employment of Conductors, Baggage-men, Brakemen and Yardmen on the Rutland Railroad, on all divisions and branches.

Wherever the word "Trainmen" appears in different Articles, it applies to Baggage-men and Brakemen; where "Yardmen" appears it applies to Yard Conductors and Brakemen.

**ARTICLE I.**

On runs of one hundred fifty-five (155) miles per day or over, the rates of pay on passenger and milk trains will be at the following rates per mile:

Conductors . . . . .	2.50 cents
Baggage-men . . . . .	1.45 cents
Brakemen . . . . .	1.40 cents

Effective January 1, 1911, the above rates will be increased to:

Conductors . . . . .	2.68 cents per mile
Baggage-men . . . . .	1.55 cents per mile
Brakemen . . . . .	1.50 cents per mile

**ARTICLE II.**

On runs of less than one hundred fifty-five (155) miles per day, the minimum allowances for passenger and milk train employees for each day used will be:

Conductors . . . . .	\$4.00 per day
Baggage-men . . . . .	2.60 per day
Brakemen . . . . .	2.40 per day

These rates to continue in effect until January 1, 1911, and to be changed on that date to the minimum daily rates of:

Conductors . . . . .	\$4.20 per day
Baggage-men . . . . .	2.75 per day
Brakemen . . . . .	2.55 per day,

exclusive of overtime. After January 1, 1911, regularly assigned passenger and milk train employees who are ready for service the entire month, and who do not lay off of their own accord, will receive the following minimum sums, including overtime, for the calendar month:

Conductors . . . . .	\$115.00
Baggage-men . . . . .	70.00
Brakemen . . . . .	65.00

**EXCEPTION.**

The Ogdensburg Division Alburgh passenger crews, whose monthly mileage for the calendar working days in the month exceeds an average of one hundred fifty-five (155) miles for each calendar working day, will only be paid

straight or actual mileage between Ogdensburg and Alburgh for the days in which they make less than the one hundred fifty-five (155) miles, but these crews will be guaranteed the minimum monthly allowance.

### ARTICLE III.

Passenger and milk train employes on short turn-around runs, no single trip of which exceeds eighty (80) miles, including branch line service, will be paid overtime for all time actually on duty or held for duty in excess of eight (8) hours, (computed on each run from the time required to report for duty to end of that run) within twelve (12) consecutive hours; and also for all time in excess of twelve (12) consecutive hours computed continuously from time first required to report to final release at end of last run. All other passenger and milk train employes will be paid for overtime on the basis of twenty (20) miles per hour, computed from the time required to report for duty until released, and separately for each part of a round trip run.

Overtime in passenger service will be computed for each employe on the basis of actual overtime worked or held for duty, and at the following rates:

Conductors . . . . .	42 cents per hour
Baggagemen . . . . .	25 cents per hour
Brakemen . . . . .	24 cents per hour

### EXCEPTIONS.

For handling passenger trains between Glen Arch Yard and Windsor Street Station, Montreal, Brakemen will be allowed five dollars (\$5.00) per month in addition to road mileage.

On the Bennington Branch passenger service, the rates of pay will be:

Conductors . . . . .	\$115.00 per month
Baggagemen . . . . .	75.00 per month

Effective as of January 1st, 1911, these rates will be advanced to:

Conductors . . . . .	\$125.00 per month
Baggagemen . . . . .	78.00 per month

for the calendar working days of the month, including service and hours as at present assigned. Overtime at passenger overtime rates, when delayed in arrival at home terminal on last run.

On the Stephentown and Chatham local passenger service, the rates of pay will be:

Conductors . . . . .	\$115.00 per month
Baggagemen . . . . .	75.00 per month

Effective as of January 1st, 1911, the rates will be increased to:

Conductors . . . . .	\$125.00 per month
Baggagemen . . . . .	78.00 per month,

for the calendar working days of the month, including service and hours as at present assigned. Overtime, when delayed in arrival at terminal on last run, at passenger overtime rates.

## ARTICLE IV.

Reductions in crews, or increases of mileage in passenger train service, will not be made for the purpose of offsetting these increases in wages. This, however, is not to be understood as preventing readjustment of runs in short turn-around service that are paid under the guarantee, for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews.

## ARTICLE V.

Through and irregular freight service to be paid as follows:

Conductors . . . . .	3.45 cents per mile
Brakemen . . . . .	2.35 cents per mile

until January 1st, 1911, when these rates will be increased to:

Conductors . . . . .	3.63 cents per mile
Brakemen . . . . .	2.42 cents per mile.

Runs of one-hundred (100) miles or less, either straight-away or turn-around, to be paid for as one-hundred (100) miles.

## ARTICLE VI.

Local service to be paid as follows:

Conductors . . . . .	3.75 cents per mile
Brakemen . . . . .	2.50 cents per mile,

until January 1st, 1911, when these rates will be increased to:

Conductors . . . . .	3.975 cents per mile.
Brakemen . . . . .	2.70 cents per mile.

One-hundred (100) miles or less to be paid for as one-hundred (100) miles.

## EXCEPTIONS TO ARTICLES V. AND VI.

On the Bennington Branch freight run, the crew will be paid local rates in service as required by the Company. Overtime after eleven (11) hours, at one-tenth (1-10) of the daily rate.

On the Proctor Job, the crew will be paid local freight rates in service as required by the Company. Ten (10) hours or less to constitute a day's work. Overtime pro rata.

On the Addison Branch, freight crew will be paid through freight rates:

Conductors . . . . .	\$3.63 per day
Brakemen . . . . .	2.42 per day

with overtime after twelve (12) hours.

Yard crews used for transfer or short run service outside of yard limits, will be paid at their regular yard rates.

## ARTICLE VII.

In all freight and mixed train service one-hundred (100) miles or less, in ten (10) hours or less, will constitute a day's work. On runs of one-hundred (100) miles or less, overtime will be paid for time in excess of ten



(10) hours, and on runs of over one-hundred (100) miles, overtime will be paid for that time used in excess of the time necessary to complete the trip at an average speed of ten (10) miles per hour. The working time of the men will begin at the time they are required to report for duty and do so report, and will continue until they are relieved from duty at end of run. Overtime will be computed for each employee, on the basis of actual overtime worked or held for duty, and will be paid for at the rate of ten (10) miles per hour for the class of service performed.

## ARTICLE VIII.

Work, construction, snow plow or wrecking trains, to be paid through freight rates, one-hundred (100) miles or less, ten (10) hours or less, to constitute a day's work. Overtime pro rata.

## ARTICLE IX.

Regularly assigned Conductors and Trainmen deadheading on freight in Company's service, will be paid at through freight rates. When deadheading on a passenger train, one-half ( $\frac{1}{2}$ ) through freight rates. When running with light engine, or engine and caboose, they will be paid through freight rates.

## ARTICLE X.

The Rutland Railroad Company will join in arrangements for and in representations at conferences with other lines in the territory to jointly consider and agree upon equitable settlement on the double-header question.

## ARTICLE XI.

*Yard Rates.*

	CONDUCTORS.		BRAKEMEN.	
	Day.	Night.	Day.	Night.
Rutland.....	33 cts. per hr.	35 cts. per hr.	30 cts. per hr.	32 cts. per hr.
All other yards.....	32 cts. per hr.	34 cts. per hr.	29 cts. per hr.	31 cts. per hr.

Effective January 1st, 1911, the following rates will be paid:

	CONDUCTORS.		BRAKEMEN.	
	Day.	Night.	Day.	Night.
Rutland.....	36 cts. per hr.	38 cts. per hr.	33 cts. per hr.	35 cts. per hr.
All other yards.....	35 cts. per hr.	37 cts. per hr.	32 cts. per hr.	34 cts. per hr.

Ten (10) hours or less to constitute a day's work. Overtime computed for each employee on the basis of actual time worked or held for duty, pro rata.

## - ARTICLE XII.

*Application of Sixteen-Hour Law.*

(a) Under the laws limiting the hours on duty, crews in road service will not be tied up unless it is apparent that the trip cannot be completed within the lawful time, and not then, until after the expiration of fourteen hours on duty under the Federal Law, or within two (2) hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they will not be regarded as having been tied up under the law, and their services will be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they will again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip will cover movement straight-away or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Road crews tied up under the law, will be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, will be paid therefor as per paragraph (e), the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law will not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law, will be permitted to resume work when the lawful rest period is up and to work ten (10) hours or be paid for ten (10) hours.

## ARTICLE XIII.

On all runs where two or more different classes of service are performed, the highest rate of pay applicable to the service performed will be allowed for the entire trip.

## ARTICLE XIV.

In case of crew deadheading with caboose, first crew out will deadhead and will stand first out ahead of the crew with which they deadhead, at the other terminal.

## ARTICLE XV.

Conductors and Trainmen required to double hills will be allowed actual extra mileage made, added to the mileage of the trip; overtime to be figured on the basis of total mileage.

## ARTICLE XVI.

When Conductors and Trainmen are called to go out and are released after reporting for duty, they will be allowed three (3) hours at through freight rates, but if notified that they will not be wanted before reporting for duty, no time will be allowed. They will stand first out.

## ARTICLE XVII.

When called on to attend court as witnesses for the Company, Conductors will be paid four dollars and twenty cents (\$4.20) per day, Baggage men two dollars and seventy-five cents (\$2.75) per day, Brakemen two dollars and fifty-five cents (\$2.55) per day, Yard Conductors and Yardmen at the rates in effect at the yards where employed, per day of twenty-four (24) hours, and will be allowed reasonable expenses for each twenty-four (24) hours when away from home. The court witness fees and mileage to be assigned to the Company; no mileage to be allowed.

## ARTICLE XVIII.

Conductors, Trainmen and Yardmen in regular service, called to perform duties other than their own, will receive not less than their regular rate of pay.

## ARTICLE XIX.

When time is not allowed as per Conductors' time slips, Conductors will be notified and reason given for non-allowance.

Claims for shortage of time by Conductors and Trainmen will not be considered except when accompanied by statement showing time made, giving dates and train on which time was made.

## ARTICLE XX.

Conductors and Brakemen assigned to regular runs, will not be called to do extra work when extra men are available who are considered competent for the extra service to be performed.

## ARTICLE XXI.

Conductors, Trainmen and Yardmen desiring leave of absence, except in case of sickness, will be required to give three (3) days' notice at the Train Master's office, and request will be granted if the service permits. If a Conductor or Trainman, leave of absence to begin at home terminal, except otherwise arranged with the Train Master.

Except in case of sickness, Conductors or Trainmen will not be permitted to lay off at a terminal which necessitates deadheading a man under pay to relieve him.

In the event of sickness, notice must be given immediately so that substitute may be provided; otherwise they will be subject to call.

## ARTICLE XXII.

All supplies, such as lanterns, switch keys, ticket punches and books of rules will be furnished by the Company, and Conductors, Trainmen and Yardmen will sign receipts for same, agreeing that one dollar (\$1.00) will be

deducted from any money due them for failure to return switch key or ticket punch, and fifty (50) cents for book of rules or lantern, provided same are lost or not returned when leaving the service, or satisfactory reason given for non-return.

#### ARTICLE XXIII.

Conductors, Trainmen and Yardmen entering service for the first time, will be employed by the Superintendent or Train Master. They must fill out application blanks as prescribed and will be considered permanently in the service of the Company only when notified of the approval of their application by the Superintendent, after having passed examination in the Transportation Department, or have had ninety (90) days' actual service.

#### ARTICLE XXIV.

When forces are reduced on account of falling off in business, it will be in the reverse order in which employees were employed and promoted. Men temporarily dispensed with on this account will be given preference in employment if their previous service was satisfactory.

It will be the policy of the management of this Company to find employment if possible, for disabled employees, where they can perform work that does not endanger public safety or the Company's property.

#### ARTICLE XXV.

Freight crews not assigned to regular runs will run "first in and first out" so far as practicable.

#### ARTICLE XXVI.

Conductors and Trainmen on assigned schedule runs will stay on their runs and will not be run "first in and first out" with extra men. Regularly assigned men missing their runs away from home terminal, will stand first out for return trip after rest.

#### ARTICLE XXVII.

Conductors and Trainmen will be called one hour and a half before leaving time when practicable, and they live within one mile of the yard office. This does not refer to regular trains between the hours of 7:00 A. M. and 9:00 P. M., but in case the train is annulled or listed later, the men will be notified by the caller as to when they will be required, signing the call book accordingly. The caller will be provided with a book in which Conductors and Trainmen will register their names and time called, and anyone failing to respond after thus being called, will be disciplined as may be deemed proper. In case of emergency call Conductors and Trainmen will report at the Yard Master's office as quickly as possible. They must in every instance sign the caller's book and not detain him, showing the time called on the book in the hands of the caller. The book must be properly filled out. The most available Conductor and Trainman will be called for emergency service.

#### ARTICLE XXVIII.

Trainmen will report for duty thirty (30) minutes before time called to leave on an extra train, and thirty (30) minutes before leaving time of a

regular train, to which they are assigned or called. If a man fails to so report his time will not commence until he does actually report, and the Conductors are required to show on time slips the time each man reports for duty.

#### ARTICLE XXIX.

Employees in train or yard service failing to pass Transportation Department requirements on first examination will be given a second examination within six (6) months, and failing will be dismissed.

#### ARTICLE XXX.

The services of Conductors, Trainmen and Yardmen in line of promotion, will date from the time they are entered as Conductors, Trainmen or Yardmen, and employed as such.

#### ARTICLE XXXI.

Conductors, Trainmen and Yardmen will be promoted according to their term of service, depending upon their general good conduct, faithful discharge of their duties, and ability to assume increased responsibility.

#### ARTICLE XXXII.

All vacant or new runs will be posted on the division on which they occur within five (5) days, to close within five (5) days, and to be assigned to the oldest bidder within (5) days when practicable, merit and competency being equal; the man assigned to the run to take it within five (5) days when practicable, or forfeit his right under his bid. In case of men being away when run is advertised, when reporting for duty their claim to the run will be considered if a junior man has been assigned, if such claim in writing is made within five (5) days.

#### ARTICLE XXXIII.

Assignments when made will be bulletined.

Men bidding off positions will not be allowed to bid off a position they left until it has once been filled and again becomes vacant.

Any unassigned, qualified man, failing to bid for a vacancy on regular run, or refusing an assignment to permanent or temporary duties of a Conductor or Brakeman, will be placed on the roster below those bidding off such vacancies or assignments. Men declining assignments must do so in writing.

#### ARTICLE XXXIV.

Conductors and Trainmen who bid off a train or run will hold it against all claimants, and will have no claim to any other train or run until there is a vacancy, except that if the initial point is changed, train or run discontinued, lengthened or shortened in excess of twenty (20) miles, or a change of time of two (2) hours or more is made, he may then take such

train or run as his seniority will entitle him to, if this privilege is exercised in writing within five (5) days, or go on the extra list in waiting for a vacancy to occur.

#### ARTICLE XXXV.

When a train is discontinued for any reason the men affected will have their choice of train or run if exercised in writing within five (5) days, according to their age in the service as Conductors or Trainmen, merit and competency being equal. Men who are superseded by others, whose trains or runs have been discontinued, will be entitled to the same privilege. Men failing to exercise this privilege within the specified time will go on the extra list to wait for a vacancy to occur.

#### ARTICLE XXXVI.

Temporary vacancies of thirty (30) days or more will be filled by the oldest eligible unassigned man in that service.

#### ARTICLE XXXVII.

Conductors, Trainmen and Yardmen will not be dismissed or disciplined without a fair and impartial hearing, except as provided in Article XLIII. Investigation by the proper official of the Company will be held within ten (10) days, and employees will be notified within ten (10) days of the result of the investigation, when practicable.

Conductors, Trainmen and Yardmen may if desired, be represented at investigations by an employe of the same branch of service in good standing.

The record of an employe coming under the Brown System of Discipline, effective January 1st, 1905, may be seen by him on application to the head of the department in which he is employed.

In so far as practicable, investigations will be held so as to minimize the time employees will lose from their runs.

No compensation will be allowed for attending investigations.

#### ARTICLE XXXVIII.

When a Conductor, Trainman or Yardman is temporarily transferred from one division to another by the Company, such transfer will not affect his rights on the division from which he was transferred.

#### ARTICLE XXXIX.

Conductors whose service entitles them to bid in a scheduled through freight train, if ordered to learn any portion of the road, will be paid at through freight rates, while so engaged. Conductors on the extra lists must learn the portions of road with which they are not familiar and will not be paid therefor other than their reasonable expenses. Brakemen and Yardmen during their service, must learn the divisions of the road over which they may be called upon to run when promoted to Conductors. Conductors bidding in runs over a division with which they are not familiar, must learn such division at their own expense.

## ARTICLE XJ.

Passenger Conductors will be promoted from freight service.

Train Baggage-men and Brakemen will be eligible for promotion to Freight Conductors, if considered qualified, but must serve six (6) months immediately preceding promotion if required by the Company, in the service to which they are to be promoted.

Passenger Trainmen will be promoted in passenger service according to seniority in passenger service.

Train Baggage-men will be eligible to bid in positions as Passenger Trainmen and vice versa, if considered qualified.

Senior Freight Trainmen will be eligible for positions as Passenger Trainmen when vacancies occur, if considered qualified and suitable for passenger service.

## ARTICLE XLI.

Men on Addison Branch and Stephentown-Chatham runs, will not be considered as in the passenger service on the roster, but so far as seniority rights are concerned they will be classed in freight service.

## ARTICLE XLII.

*Special Rule Governing Employment in Rutland Yard.*

All road and yard men will be eligible to bid into Rutland Yard service, but after assigned to such service will lose all rights in road service until they become eligible by reason of seniority to promotion to Conductor in road service in which event they will be required to serve six (6) months as Freight Brakemen immediately prior to promotion to position of Freight Conductor.

## ARTICLE XLIII.

Frequenting saloons, the use of intoxicating liquors, or insubordination, will be sufficient cause for immediate dismissal.

GEO. T. JARVIS,  
*General Manager.*

Rutland, Vt., June 6, 1910.

**CONDUCTORS AND TRAINMEN, STATEN ISLAND RAILWAY.**

*Rules and rates of pay for conductors and trainmen employed on the Staten Island Rapid Transit Railway, Staten Island Railway, Baltimore and New York Railway—effect May 1, 1910.*

**PASSENGER TRAIN SERVICE.***Perth Amboy Division.*

Conductors . . . . .	\$95.00 per calendar month
Brakemen . . . . .	\$55.00 per calendar month

*Rapid Transit Division.*

Conductors . . . . .	\$85.00 per calendar month
Brakemen . . . . .	\$55.00 per calendar month

Ten hours or less will constitute a day's work in passenger service. All time over ten hours to be paid for as over-time and to be computed from the time men are required to report for duty and continue until they are relieved from duty, at the end of the run, and will be paid for at the following rates:

Conductors . . . . .	32c. per hour
Brakemen . . . . .	20c. per hour

Less than 30 minutes not to count. Thirty minutes or over to be paid for as one hour.

#### FREIGHT TRAIN SERVICE.

Conductors . . . . .	\$3.63 per day
Brakemen . . . . .	\$2.70 per day

Twelve (12) hours or less will constitute a day's work in freight train service. All time over twelve hours to be paid for as overtime and to be computed from the time men are required to report for duty and to continue until they are are relieved from duty at the end of the run, and will be paid for pro rata.

Less than thirty (30) minutes not to count; 30 minutes or over to be paid for as one hour.

At the expiration of the existing agreement with the Engineers, should the new agreement entered into with them be on the basis of ten hours for a day's work, the same conditions will apply with the Freight Trainmen.

In any event, the question of hours of service of Freight Trainmen may be brought up for further consideration on January 1st, 1911.

#### WORK OR CONSTRUCTION TRAIN SERVICE.

Conductors . . . . .	\$3.63 per day
Brakemen . . . . .	\$2.50 per day

Ten hours or less will constitute a day's work in work or construction train service. All time over ten hours to be paid for as overtime and to be computed from the time men are required to report for duty, and continue until they are relieved from duty at the end of run, and will be paid for pro rata.

Less than thirty minutes not to count; 30 minutes or over to be paid for as one hour.

#### MIXED PASSENGER AND FREIGHT TRAIN SERVICE.

Conductors . . . . .	\$3.50 per day
Brakemen . . . . .	\$2.42 per day

Ten hours or less will constitute a day's work in mixed (passenger and freight) train service. All time over ten hours to be paid for as overtime, and to be computed from the time men are required to report for duty and to continue until they are relieved from duty at the end of run, and will be paid for pro rata.

Less than 30 minutes not to count; 30 minutes or over to be paid for as one hour.



*Rate of Pay in the Following Yards:*

St. George, Arlington, Cranford Junction and 26th Street, New York City:

Day Conductors .....	35 cents per hour
Day Brakemen .....	32 cents per hour
Night Conductors .....	37 cents per hour
Night Brakemen .....	34 cents per hour

and that in all yards ten (10) hours or less shall constitute a day's work; overtime pro rata.

## GENERAL RULES.

The following rules apply alike to the territory covered by this agreement:

## ARTICLE 1.

Conductors and Trainmen promoted to official positions will retain their seniority.

## ARTICLE 2.

The rights of Conductors will date from the date they are promoted to such positions.

Rights to runs and promotion will be governed by merit, ability and seniority in the order named.

## ARTICLE 3.

When additional Conductors are required a list of the oldest brakemen will be posted for ten days. Objections as to seniority to be heard during that time. At the expiration of ten days the senior man shall be examined and when competent, promoted and provided with a certificate within ten days thereafter.

Should any fail to pass they shall be first on the list for next examination. A man failing to pass three examinations will be dropped to the bottom of the extra brakemen list.

## ARTICLE 4.

The Company will employ experienced Conductors where the good of the service requires it.

Passenger brakemen will be eligible to the position of Conductors, provided they have the necessary experience in freight service, six months of which must be immediately prior to their promotion.

## ARTICLE 5.

New runs and vacancies will be bulletined for five days before filled. Declining a run or taking off a run will not affect seniority.

## ARTICLE 6.

All engines regularly working in yards shall be equipped with foot boards on front and rear, also grab irons.

## ARTICLE 7.

A Conductor or Trainman suspended or discharged for what he considers an unjust cause will be given a hearing within five days. He will have the

right to be represented by one or more of his fellow employees. Should the investigation show the dismissal or suspension to be unjust he will be reinstated and paid for time lost.

#### ARTICLE 8.

Conductors and Trainmen summoned as witnesses for the Company in the courts or in similar service shall receive their stated rate of wages while in attendance and their necessary traveling expenses.

When summoned by the Company to attend an investigation they shall be paid for the actual time lost in attending the investigation.

#### ARTICLE 9.

The time for meals for yardmen and freight trainmen shall be between the hours of 11:30 A. M. and 1:30 P. M. and 11:30 P. M. and 1:30 A. M. If crews or parts of crews are required to work any of the dinner hour they will be paid for one hour overtime and allowed 30 minutes for meal.

Yard crews assigned to start work at any irregular time, the dinner rule will apply after five hours' service.

#### ARTICLE 10.

The pay of Conductors and Brakemen shall continue until they reach the point at which they start work; legal rest time excepted.

#### ARTICLE 11.

Conductors, Trainmen and Yardmen who are unable from any cause to report for duty, will send notice to proper officer so that ample time will be had to arrange for substitutes.

#### ARTICLE 12.

Senior Conductors assigned to regular runs will not return to brakemen's positions while younger Conductors are holding regular runs.

#### ARTICLE 13.

Regular conductors and brakemen will not return to extra service unless unable to perform their duties on account of sickness or injuries.

#### ARTICLE 14.

When Conductors or Brakemen are called and not used they will be allowed regular rate per hour with a minimum of one quarter day and not lose their turn.

#### ARTICLE 15.

Yard and Trainmen who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

## ARTICLE 16.

Regular Conductors and Brakemen required to do any other service if the rate of pay is less shall receive their regular pay.

This agreement is effective May 1st, 1910, and to remain in force for one year and thereafter until either party shall give to the other thirty days' notice in writing of its desire to change any of the provisions therein.

GEO. H. CAMPBELL,

*Vice-President,*

For the Yardmen, Passenger, Freight and Work  
Trainmen of the above mentioned Railroads.

J. R. HUFF, *Chairman B. R. T.,*

W. J. REEVES, *Chairman O. R. C.,*

*Committee.*

## CONDUCTORS, TRAINMEN, ETC., ULSTER &amp; DELAWARE RAILROAD.

[Agreement of June 1, 1906, was printed in annual report for 1906, p. 470.]

*Rates of pay for conductors, baggagemen, trainmen and flagmen and rules governing same.*

ROUNDOUT, N. Y., June 1, 1910.

To All Concerned:

The following schedule of rates of pay for Conductors, Baggagemen, Trainmen and Flagmen will be effective June 1st, 1910.

## A DAY'S WORK.

Twelve hours or less, 150 miles or less, will constitute a day's work in Passenger Service.

Twelve hours or less, 100 miles or less, will constitute a day's work in Freight Service (including Milk Trains), Work Train Service and Helper Service.

Twelve hours or less will constitute a day's work on the Hunter Branch and in Yard Service.

## OVERTIME.

In Passenger Service runs over 150 miles, and in Freight Service runs over 100 miles, will be paid for at the rates specified in the schedules.

Overtime will be paid in all classes of service after 12 hours at the rates specified in the schedules.

For fractions of an hour, 30 minutes or more will be counted as one hour; less than thirty minutes will not be counted.

## RATES.

*For Passenger Service.*

	Cndrs.	Bgmn.	Trmn.	Flgmn.
150 miles or less.....	\$3.50	\$2.40	\$2.25	\$2.30 per day.
Over 150 miles and not more than 200 miles .....	3.75	2.55	2.40	2.45
Over 200 miles.....	4.00	2.70	2.55	2.60
Overtime . . . . .	.36	.25	.25	.25 per hr.

*For Freight Service (except Way Freights), Helper Engine, Milk Train and Work Train Service.*

	Cndrs.	Trmn.	Flgmn.
100 miles or less.....	\$3.30	\$2.15	\$2.20 per day.
Over 100 miles.....	3.55	2.35	2.40
Overtime . . . . .	.36	.23	.24 per hr.

*Way Freight Service.*

	Cndrs.	Trmn.	Flgmn.
100 miles or less.....	\$3.55	\$2.50	\$2.55 per day.
Over 100 miles.....	3.80	2.65	2.70
Overtime . . . . .	.36	.26	.27 per hr.

*Hunter Branch.*

	Cndrs.	Bgnn.	Trmn.	Flgmn.
Rate . . . . .	\$3.30	\$2.35	\$2.20	\$2.25 per day.
Overtime . . . . .	.33	.22	.22	.22 per hr.

*Yard Service.*

	Cndrs.	Trmn.
Rate . . . . .	\$3.45	\$2.65 per day.
Overtime . . . . .	.34	.26 per hr.

**RULES.**

Time will begin in the case of scheduled trains 30 minutes before the leaving time of the train and in all other cases at the time called, or as soon thereafter as the register is signed, and end when relieved from the care of the train at the terminal.

When time made by crews is not allowed as per their time slips, they will be notified of the reason.

When two or more classes of service are performed in one day the rate applying to the highest class of service performed will be paid.

A minimum allowance will be made of one full day for deadheading on freight trains, and of one-half day for deadheading on passenger trains, at the rate allowed for the service on account of which they are deadheaded.

When called for duty and not employed one-half day's pay will be allowed if held for less than 6 hours, and one full day's pay if held 6 hours.

When attending Court or Coroner's Inquest for the Company, or engaged in any other work assigned by the Company, an allowance will be made at the same rate as would have been paid in ordinary service, together with necessary expenses.

One hour overtime will be allowed for each ten miles, or fraction of ten miles, covered by way freight trains and milk trains in doubling hills, and the same allowance will be made for coal trains, and helper engines on coal trains between Oneonta and Grand Hotel Station, in doubling hills more than once.

Where there is but one trainman on a train he will be paid flagman's rate.

When a crew with a regularly assigned run is called upon to make an additional run the same day, one-half day's extra pay will be allowed for a run of fifty miles or less, and one full day's pay for a run of more than 50 miles. Crews working on the Stony Clove & Kaaterskill Branch will not be regarded as having regularly assigned runs on the Branch.

Yard Crews will be allowed one hour for meals between the fifth and seventh hours from the time of starting work. If required to work 15 minutes of the meal hour one hour overtime will be allowed, and 30 minutes will be allowed for meal hour as soon as possible.

Yard Crews will not be required to work outside of the Yard Limits except in the case of Kingston Yard, where the Yard Crew may be required to work between Rondout and Kingston, and to take and place cars on the Higginsville Switch and the New York, Ontario & Western interchange track; and in the case of Rondout Yard, where the Yard Crew may be required to take and place cars on Staples' Mill switch. If required to work outside of Yard Limits the Yard Crew will receive pay at the rate prescribed for the service performed.

Crews on Hunter Branch will work on Hunter Branch and may be required to work between Kaaterskill Junction and Stony Clove. If required to run to Tannersville or Edgewood, or points beyond, they will receive pay at the rates prescribed for the service performed.

When reduction of business requires a reduction in the number employed, the force will be reduced in the order in which the men stand on the roster, the last employed being the first to be relieved.

Crews assigned to schedule runs or regular work will be notified when their runs are changed or they are required to perform extra work.

When new timetables are put in effect, crews may file in writing with the Trainmaster their preference as to runs. In the assignment of runs these preferences will be taken into consideration in connection with the rights of the employe as to seniority and ability.

Unless necessary, road crews will not be required to do switching at terminal points or station switching where yard engines are located. A passenger trainman will not be required to cut or couple hose at terminal stations.

Trainmen will not be required to coal engines.

Rights of promotion will be governed by merit, ability and seniority. Each employe shall have three trials for promotion.

Everything being equal, preference in promotion and preferred runs will be given to the employe longest in the service, the General Superintendent to be the judge of the qualifications, keeping a record of employes.

Employees will be allowed to examine their respective records.

An employe will not be disciplined or dismissed without a fair trial, and when disciplined, if he considers that an injustice has been done, he will, within ten days, have the right to appeal to the General Superintendent and be represented by fellow employes of his own selection, and be given a hearing. If the investigation finds the accused blameless, his record will remain as previous thereto and he shall receive pay for all time lost.

Leave of absence will be granted as soon as possible after it is applied for and the fact noted on the roster.

A roster of employes will be kept at terminal stations for inspection.

The Ulster & Delaware R. R. Co.,

E. COYKENDALL,

*General Superintendent.*

For Conductors,

W. ELMENDORF, *Chairman.*

For Trainmen,

H. T. LOWN, *Chairman.*

#### ENGINEERS, BOSTON & MAINE RAILROAD.

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 476.]

*Rules applicable to engineers, in effect May 1, 1910.*

1. Train service ten hours or less to constitute a day.

#### CLASSIFICATION.

##### RATES OF PAY.

CLASS OF ENGINE.	THROUGH FREIGHT, 100 MILES OR LESS TO CONSTITUTE A DAY.			LOCAL FREIGHT, 75 MILES OR LESS TO CONSTITUTE A DAY.		
	Per day.	Over- time, per hour.	Over- miles, per mile.	Per day.	Over- time, per hour.	Over- miles, per mile.
*Consolidation type.....	\$4 70	.47	.047	\$4 70	.627	.0627
Other classes.....	\$4 30	.43	.043	\$4 30	.573	.0573
†Passenger train service.....	100 miles or less to constitute a day.					
70 tons or over.....	\$4 10	.41	.041			
Other classes.....	\$4 00	.40	.04			
Switching service.....	10 hours to constitute a day.					
Consolidation type, 70 tons or over.....	\$4 70	.47				
Other classes.....	\$3 80	.38				

\* Through freight rates will apply to consolidated engines in passenger train service.

† Freight rates will apply to engines in other than passenger train service.

#### *Switching Day.*

2. Ten hours will constitute a day in switching service, exclusive of meal hours. A minimum allowance of five hours will be allowed for any service of less than five hours, and for five hours or over, one day. Overtime will be computed at one-tenth the daily rate per hour. Twenty-nine minutes or less will not be counted, over twenty-nine minutes to count one hour. If held more than twelve hours and twenty-nine minutes, the minimum allowance will be paid.

*Hours for Meals.*

3. Switch engineers will be allowed one hour for meals between the hours of 11.30 and 1.30 day or night, or not earlier than four and one-half hours or later than six and one-half hours after regular time of commencing work with crew. If required to work during the time specified, thirty minutes will be allowed for meals with pay for the hour.

*Switch Engines Outside Yard Limits.*

4. Switch engines, running regular trains, will receive road pay for same. Switch engines, having to go outside yard limits, will be allowed road day's pay.

*Local Rates Switch Service.*

5. An engineer in switching service will be allowed road pay, but not the local rate, unless the work done outside of the yard to which he is assigned entitles the job to local rate as per Rule 7.

*Switching at Other Than Home Terminal.*

6. An engineer in switching service, working in a yard away from home terminal (and engine has to be run to and from switching yard and home terminal), will be allowed road pay, but not the local rate unless cars are handled between home terminal and assigned switching yard.

*Loading or Unloading Freight.*

7. All trains loading or unloading freight or doing switching shall be classed as locals. This will not apply to trains making less than six stops to take on or set off cars, requiring less than eleven switches at the five or less stops, exclusive of the necessary switching on account of placing air brake cars for use to handle train, or, when necessary, freight may be unloaded at not more than three of the stops.

*Icing Beef.*

Trains consuming thirty minutes or more icing beef shall be classed as locals.

*Switch Defined.*

A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

Sec. 1. Wreck trains will be classed as locals.

Sec. 2. Local rates will apply when a work train is required to do loading or unloading, or switching as defined by Rule 7.

Sec. 3. Switching rates will apply to engine used in spotting cars in pit.

*Extra Work.*

8. Regular engineers will not be called upon to do extra or emergency work when extra men are available.

In case of an emergency and a regular engineer is called upon to do extra work between his regular laid out day's trips or before registering off duty, he will be allowed ten miles for less than ten miles or less than one hour;

fifty miles for ten miles or over up to fifty miles, or one hour or over up to five hours; fifty miles or over or five hours or over he will be paid as per rules in schedule governing classification of pay, and at the same rate of pay which the regular job pays. It is understood this will cover emergency work en route, the time consumed to be deducted from the overtime made outside of scheduled or assigned run. A regular engineer, called after registering off or during his lay-off to do extra work, will be allowed one (1) day for one hundred miles or less or ten hours or less, as per class of engine employed on.

8-A. That Rule No. 8 will cover cases where engineers are stopped between stations to load or unload road department material.

Sec. 1. Switching, in or out, a car or cars from the loading or unloading station tracks. It will not be considered station switching to pick up a car or cars from a loading or unloading track at a station where the work is no more than it would be if taken from pick-up track if cars were similarly located on pick-up track.

Sec. 2. Work at any station not pertaining to cars left by or taken into train.

Sec. 3. Setting off a car or cars on any track behind another car or cars for the purpose of loading or unloading.

Sec. 4. At stations where switchers are employed placing a car or cars on any track for loading or unloading when the work is more than placing it on set-out track.

Through trains will be paid under Rule No. 8 for station switching if effected under above sections, except when under Rule No. 7 a through train becomes a local.

#### *Higher Rate to Apply.*

9. Whenever work of different classes is performed during day the higher rate will apply.

10. The mileage of freight trains each way between Springfield and White River Junction and round trips Northampton and Oakdale, Woodsville and Berlin, Newport and Woodsville, Lyndonville and White River Junction, shall be one hundred and fifty miles, first hour's overtime to begin fifteen hours and thirty minutes after commencement of day's work.

The station switching rule is applicable to the above specified trains.

#### *Overtime.*

11. Except as provided in other rules, in computing overtime it is understood that twenty-nine minutes or less will not be counted, thirty to sixty minutes will be reckoned one hour, and so on for each additional hour. Overtime to be allowed when the hours exceed the miles, figuring ten miles to equal one hour.

#### *Road Mileage.*

12. All road mileage will be based on actual distance as given in official time table. When this mileage totals in a fraction, five-tenths (5/10) of a mile or over will be reckoned one mile. Switching miles in road service will not be considered in computing pay of engineers.

#### *Terminal Mileage.*

13. Engineers will be allowed terminal mileage as per bulletin.



*Deadheading.*

14. Engineers will be allowed half mileage for deadheading over the road on Company's business, excepting that an engineer will be allowed at least one hundred miles when deadheading is all that he does in any one day. Engineers, sent away from home either to cover regular or spare work, will be ordered home immediately, as soon as relieved.

*Doubling Hills.*

15. Engineers, doubling hills or going after water or coal on account of conditions beyond their control, will be allowed mileage in addition to trip.

The understanding of above rule is that it is to cover conditions that happen on the road.

*Attending Court, Etc.*

16. Engineers, attending courts, inquests, etc., by order of the Company, will not be subject to any loss of time or compensation. If on lay-off day, they will receive standard rate of pay, and, if at home terminal, will receive one-half day for five hours or less; over five hours, one day. The standard rate of pay will be \$4.00.

*Loss of Time or Compensation.*

16-a. "Will not be subject to any loss of time or compensation." An engineer, removed from a regular run or job, will receive the rate which the regular run or job regularly pays in miles or hours exclusive of additional miles or hours that may be made by the engineer running in his place while off his run or job. A spare man on a regular run or job by assignment from the board is the same as a regular man in this service.

*Lay-Off Day.*

16-b. "If on lay-off day" is explained as follows: A spare man "on call" and all engineers on their lay-off day receive the standard rate of \$4.00 per day. An engineer, doing regularly two days' work in one and paid on that basis, if taken off his run, can be held for two days' attendance at court or inquest. "Lay-off day" is defined as time to which a man is entitled after a tour of duty that regularly pays more than one day's wages, and if held for court or inquest after the expiration of the "Lay-off day" he is simply entitled to what he would regularly earn in service. All necessary deadhead mileage and expenses are allowable.

16-c. It is understood that a spare man on call will be assigned to any job that might come to him from his position on the board that he was not able to cover on account of attending courts, inquests, etc. His name, however, will be removed from the call board one hour and thirty minutes before he is requested to report for said courts, inquests, etc., or to take a train for the purpose of attending same.

*Allowed to Deadhead.*

17. Engineers on trains receiving a day's pay in one direction and who are required to take rest, thereby losing their opposite trip, will be allowed to deadhead at the Company's expense to the opposite terminal so as to be ready to take their train next trip.

17-a. When engineers are held off for rest, thereby losing their next trip out, time will be allowed in addition to overtime made on last trip in, to make them whole for trip lost.

*Held at Other than Home Terminal.*

18. Freight engineers, receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight rates after ten hours. This will not apply to men whose runs are scheduled for a lay-over of more than twelve hours.

*Heating Trains.*

19. In cases where engineers are ordered out to heat trains on runs of one hundred miles or more where the miles exceed the hours one hour or more, additional time will be allowed. Engineers on runs of eighty miles to one hundred miles or eight to ten hours that are ordered out one hour or more in advance of the necessary time to leave with train will be allowed one hour or more additional time for same.

*Pay When Called for Train.*

20. Extra engineers, accepting a call for duty, will be allowed three (3) hours' time if run or job is cancelled and will stand first out. Three (3) hours' time will be allowed all regular engineers whose run or job is cancelled after reporting at engine house. When engineers cross the table with engine one road day's pay will be allowed.

*Spare Man Diverted.*

20. A. When a spare man is called for a specified run or train he may be diverted because of cancellation of train or otherwise, but when train is cancelled and engine is returned to engine house he will not be held for further mileage, but will register off and go to the foot of the list.

20. B. Spare engineers, called for a trip where part of the mileage is over a part of the road where regular runs are allowed a day (the mileage of which is less than one hundred miles), will be expected to cover additional short mileage on the continuous basis if notified to cover said mileage when called for the trip.

Example: If a spare engineer is called for an extra Manchester to Portsmouth and return (80 miles), and Nashua and return (34 miles), he will claim time on the continuous basis (114 miles), but if called for an extra Manchester to Portsmouth and return, and after returning, is ordered to Nashua and return, he will claim time for the Nashua and return part of the trip under Rule 8.

This rule will not be operative when assigned additional long mileage.

Example: If a spare engineer is called for an extra Concord to Lakeport and return (56 miles), and Concord to Woodsville (94 miles), he will claim time on the two day basis, as the next man on the board should have been called for the Concord to Woodsville trip.

*Work in Engine House.*

21. Engineers will not be required to work in engine house. When called for emergency duty they will be allowed ten miles per hour at standard rate of pay, one hundred miles or less one day.

*Short Mileage.*

22. Engineers called for and making short mileage will, if requested, remain at engine house subject to further mileage to finish the day or one hundred miles. Sixty miles or over, or six hours or over, will not be considered as short mileage.

It is understood that engineers cannot be called for runs of sixty miles or over and further mileage, unless there is certain further mileage in sight and so notified at time the men are called.

*Emergency Duty.*

23. Engineers, called for emergency duty and sent out on the road, will be allowed actual miles made, house and road miles inclusive, one hundred miles or less one day.

24. Engineers on emergency duty five hours or more will only be used on short mileage to finish the day, except in case of necessity.

25. Engineers called for emergency duty and sent out on a regular man's job will be allowed the regular man's pay and house time inclusive.

*Repairs.*

26. Engineers will not be expected to do any repairs, pack boxes, or inspect nettings and ash pans on engines putting up at points where repair men are employed.

28. A. When emergency repairs on engine are necessary in connection with day's work, engineers will be paid one hour's time for less than one hour, five hours' time for one hour or over up to five hours, and one day for five hours or over up to ten hours.

*A Day's Work.*

27. A day's work for engineers will begin at time of registering on duty thirty minutes prior to the ordered or scheduled departure from engine house and shall end when registering off duty immediately after engine is delivered back in engine house or into care of some person appointed to take charge of same at end of trip.

*Callers Provided.*

28. Callers will be provided for all extra men, also all regular men going on duty between 11.00 P. M. and 7.00 A. M., if requested. Spare engineers will be required to live within one mile of engine house and no regular men will be called beyond that distance, excepting that engineers living outside calling limit who have telephone will, if satisfactory arrangements can be made, be called in turn at any hour of the day or night. Permission to report on or off duty may be asked for by telephone. Extra men on call (if qualified and if in compliance with Federal Sixteen Hour Law) will stand first in, first

out, except that the Engineers concede the right to the Company to select an engineer for an official train. An engineer so selected will not be subject to any loss of time or compensation. Callers will be furnished with a book showing names of engineers, when and for what trains wanted, and engineers will be required to sign same when called.

*Spare Man Covering Regular Man's Run.*

28. A. When a spare man is covering a regular man's run or job and the regular man reports for work, the spare man will be placed on the board as per first in, first out, according to the time of his registering in on the regular man's job.

*Engineer Off Regular Run.*

28. B. A regular engineer off his regular run or job for any cause and while laying off exercises his right to another run or job (covered by a regular man) and said run or job is assigned to him, and he is not ready to go to work, said run or job will be covered by the first man on the board at the time he would be called to cover same.

28. C. A spare man, after finishing work on a run or job, cannot be called or notified to cover another run or job before returning to his home board and marking up, unless there are no spare men on said board at the time he would be called or notified to cover the other run or job.

28. D. A spare man covering a regular man's run or job and assigned to call board, expecting the regular man is going to work, and the regular man does not go to work, the job will be covered the second time by the first man on the board at the time a man should be called to cover the run or job.

*Hostlers Provided.*

29. Hostlers will be provided at Boston, Fitchburg, East Deerfield, Troy, Mechanicville, Rotterdam, Bellows Falls, Worcester, Nashua, Rochester, Springfield, Northampton, Portland, Manchester, Concord, West Lebanon, Woodsville, Lyndonville, Newport, Sherbrooke, Plymouth, Greenfield, Ayer, Lowell, Salem, Portsmouth and Lawrence.

*Hostling of Engines.*

Hostling of engines shall consist of receiving them on a designated track near engine house, cleaning fires, sparking, taking fuel, water, sand, filling rod cups, lubricators, signal lamps, headlights, and cleaning reflectors. This will not relieve engineers from properly inspecting, so far as they can see without going under engine, and reporting all necessary work in a book provided at engine house for this purpose. At Boston terminal, engineers in local passenger service making less than one hundred miles per day will take their fuel between trips when fuel shed is located between train terminal and ash pit.

*Through Freights.*

30. Through freights will not be required to do any switching at terminals or any other points where switchers are employed, except the regular setting out or taking in of cars.

It is understood that trains will be made up at terminals on one track, when practicable, so that no switching will be required. At intermediate stations where switchers are employed, when practicable, cars will be assembled so work to be performed can be done from forward end of train.

#### *Changes in Runs.*

31. Engineers may give up their run or job under the following conditions, and have fifteen days in which to claim another run or job:

- (a) When the initial point or final terminal for the day is changed.
- (b) When a round trip run is changed so it does not return to its initial point every day.
- (c) When a run is changed and has different terminals alternate days.
- (d) When his earnings are decreased twenty miles or more.
- (e) When his length of day is increased two hours or more.
- (f) When in passenger service a part of his run is changed to freight.
- (g) When fifty per cent of his run is changed to a night run, 6.00 P. M. and 6.00 A. M. to be the dividing hours.
- (h) When a run or job is cancelled two days per week for three consecutive weeks or four days in any one week, holidays not to be considered.
- (i) The above rules do not apply when season runs or jobs are made a part of permanent runs or jobs on summer time-table unless the initial point of run or job is changed or alternate day terminals are made.

The changing of a run or job from a numbered run or job on the working time card to an extra or vice versa, so long as the run or job remains practically the same, does not change the rights of an engineer to hold or give up the same.

#### *Vacancies Advertised.*

32. Vacancies will be filled in order of seniority, everything else being equal, within twenty (20) days, the same to be advertised within five (5) days for ten (10) days on the bulletin boards of the division, to be assigned within five (5) days thereafter. In case a run or job is advertised and not bid in, it shall be re-advertised every thirty (30) days and recovered from the board, it being considered a vacant run or job until bid in.

32. A. When a season run or job is advertised and not bid in it will be considered a vacant run or job until bid in, and recovered as per last part of Rule 32.

#### *"Recovered from the Board."*

32. B. "And recovered from the board" is explained as follows: Said run or job will fall to the first man on the board at the time a man should be called to cover the run or job on the first trip out after the expiration of thirty days. The man relieved (and the man who has covered said run or job will be relieved each time it is re-advertised) will be assigned to the extra list from the time of registering in at his home terminal at the expiration of the thirtieth day.

Sec. 1. Season runs or jobs shall be advertised and the oldest qualified engineer in service applying for same shall be placed on such runs or jobs; should any of these season runs or jobs become permanent runs or jobs they shall be advertised as such. Engineers holding permanent runs or jobs and bidding in season runs or jobs, shall, when season runs or jobs are taken off,

revert to their permanent runs or jobs. Meanwhile their permanent runs or jobs shall be advertised as season runs or jobs.

This will cover an engineer with permanent rights bidding off a season run or job and robbed of the season run or job.

This section will cover an engineer with permanent rights bidding off a season run or job and not being able to make good on the season run or job.

To be clear on the matter, a man with permanent rights holding a season run or job must return to his permanent run or job when he loses the season run or job.

A man with permanent rights bidding off a season run or job cannot bid his own run or job back as a season run or job.

Sec. 2. An engineer losing his run or job will have fifteen (15) days from date of notification in which to select another run or job, and may go on the extra list until such choice is made: Failing to make a choice in fifteen (15) days he will revert to the extra list.

Sec. 3. Engineers holding permanent runs or jobs and losing such runs or jobs for any cause can displace younger men holding season runs or jobs and when such season runs or jobs are taken off they can take any run or job held by a younger man; an engineer who has permanent rights does not lose them unless he allows himself to revert to the extra list.

Sec. 3 A. Any engineer, whose run or job has been affected under Rule 31 during leave of absence or sickness, will be allowed, upon reporting for duty, fifteen (15) days to exercise his rights.

Sec. 4. Engineers, bidding off season runs or jobs and not holding permanent rights, when they lose such runs or jobs, will be permitted to displace younger men running other season runs or jobs; if he does not displace younger men holding other season runs or jobs, he will revert to his original board; if there are no younger men on said board he will have the right to spare work at any other point where there are younger men, if exercised within fifteen (15) days. All new runs or jobs will be advertised as season runs or jobs and continue as such until change of time card, when if they continue over new time card, will be advertised as permanent runs or jobs. Season work trains will be advertised as season runs only.

A work train will not be considered as a permanent run or job until it has run one year.

When one man holds permanent rights to a run or job, and said run or job is advertised and bid off by another man as a season run or job, such season run or job will not be re-advertised at change of time card.

A man holding a season run or job, which is to be advertised as permanent, will continue to run such run or job until bid in and assigned, except as provided in Rule 32 B.

That part of Sec. 4 reading, "When if they continue over new time card will be advertised as permanent runs or jobs" will not apply to runs that are put on and generally known as season runs, although they may run just prior to, and continue a short time after change of time card. Such runs will be advertised as season runs only.

Sec. 5. After an extra run or job is continued for thirty (30) days it will be advertised as a season run or job and continue as such until the change of time card, when it will be advertised as a permanent run or job.

The cancelling of a run or job for three consecutive days or less in the thirty day period will not affect this section. A man who catches an extra run or job for thirty days will continue to run such run or job until bid in and assigned, except as provided in Rule 32 B.

Sec. 6. When an engineer, holding a permanent or season run or job, is to be off on leave of absence for over sixty (60) days his run or job will be advertised as a season run or job.

Sec. 7. When an engineer is off sick for sixty days his run or job will be advertised as a season run or job.

A spare man, who catches a regular man's run or job who is off, will continue to run such run or job until bid in and assigned, except as provided in Rule 32 B.

(Understanding to Rule 32, and Sec. 6.)

All new trains, also vacancies covering leave of absence, will be advertised in advance, when possible, so that the men bidding off same will be assigned the first day they are to run.

#### *Trains Run Over Two Divisions.*

33. When trains are run over two or more divisions, the trains will be awarded so that the mileage made by all the interdivision trains will be equalized as nearly as possible.

#### *Road Man Disqualified.*

34. If a road man becomes disqualified he will be allowed to take any job held by a younger man in switching service. It is understood that a disqualified man will be given the youngest qualified man's job, providing he can get no other through seniority.

#### *Full Week's Pay.*

35. When the Company lays out runs or jobs that do not pay a full week's pay as advertised or assigned, the Company will make the men good.

#### *Reducing Force.*

36. In case of a surplus of extra men, so that they are not getting reasonable weekly wages, the force shall be reduced in the reverse order of seniority.

#### *Spare List.*

37. When the spare list is reduced at any point the men affected will have the right, if exercised within fifteen days, to spare work at any point where there are younger spare men. When the spare list is increased or a vacancy in spare work occurs at any point, the oldest engineer applying, will have the right to spare work at that point (if exercised within thirty (30) days). After the expiration of the above limit of time, the first engineer applying will be assigned. In the meantime the youngest available men on the supply board will be sent.

37. A. When a spare man on a supply board catches extra work away from

his home terminal he will be returned to said board (on his request) as soon as possible thereafter, if there are younger men on aforesaid board, unless he should catch a regular run or job before he can be returned; in such case he will be returned as soon as he becomes spare again.

*Day's Work Not Completed.*

38. Engineers, failing to complete a day's work on account of sickness or any other cause of their own, will receive only proportionate pay.

*Sickness or Leave of Absence.*

38. A. An engineer (who for some reason beyond his control cannot finish his trip) will be allowed to take his train from his home terminal when ready to go to work. His run or job will be covered by a spare man who would be called to cover same on first trip out from regular man's home terminal.

39. Regular engineers, either off sick or on an indefinite vacation, or on a definite leave of absence of over forty-eight hours where there is no spare list, will report for duty at least twelve hours before time of commencing work, and spare engineers will report at least twelve hours before placing their names on the board. When an engineer loses his run or job he will be given ten hours' notice of same, or, on return from his trip, if not notified as above, he will not be subject to any loss of time, and he will notify the M. M. or his representative, in writing, the run or job he wants, twelve hours before he would have to report for same and will be assigned as soon as consistent, or not later than forty-eight hours after notice of his choice has been received. If not so assigned, will not be subject to loss of time.

39. A. A spare engineer may be given a definite leave of absence not exceeding forty-eight hours and not be required to give twelve hours' notice before placing his name on the board.

39. B. Spare engineers may be granted six hours or less leave of absence without having their names taken from the board, but if they lose their turn out, will go to the foot of the list.

*Leave of Absence.*

40. An engineer may be granted leave of absence for a period of six months, provided proper notice of same is given, and this can be done without impairing the interests of the Company. If at the expiration of six months he does not report for duty, his run or job shall be advertised as a permanent run or job.

*Bidding Off Trains.*

41. Engineers, bidding off trains running over any part of the division with which they are unfamiliar, will learn those parts at their own expense. Engineers, whose trains are changed, or extended on to parts of the road with which they are unfamiliar, will have pilot furnished or time allowed to learn the road at Company's expense.



Where a division, or part of a division, is merged into another division, or trains are put on to run over two or more divisions of the road, a pilot will be furnished or time allowed to learn the road at Company's expense.

Spare men, so as not to lose their turn, will have pilot furnished or time allowed at Company's expense to learn parts of the division which they were not required to learn before promotion or which may have been merged since their promotion.

*Leaving Service.*

42. Engineers who voluntarily leave the service and are subsequently re-employed will rank as new men.

*Permanent Transfers.*

43. Engineers, transferred permanently from one division to another at their own request, shall be listed as new men. If transferred by the proper officials on account of transfer of traffic, etc., they shall retain seniority rights.

43. A. "If transferred by the proper official on account of transfer of traffic, etc." If the engineer, holding a run or job transferred, does not desire to go with the transfer, the oldest man his junior desiring to go will have the preference, but the youngest man will go providing there is none other who desires to go.

*Rest.*

44. When engineers have been on duty sixteen consecutive hours, they shall not be called on again for service until they have been off duty ten hours, except in cases of emergency.

44. A. An engineer can be called to go on duty in eight or ten hours after registering off duty, as the case may be, and conform with the Federal Sixteen Hour Law.

*Seniority.*

45. The seniority date of an engineer will be the date of the first day's running after completing ten consecutive days as an engineer, providing he is promoted in accordance with existing rules governing promotion.

It is understood, if a senior man is not available and a junior qualified man is promoted out of his turn, whatever standing the junior man so promoted established shall go to the credit of the senior man, and the junior man will take the standing established by the next junior man, if any have been promoted. If not, he will be governed by existing rules governing demoted men, and engineers roster corrected accordingly.

*Seniority Lists.*

46. The Superintendent of Motive Power will furnish the committee annually a list of all engineers dropped from, also added to the seniority lists on each division for the year.

47. Engineers that have been, or may be appointed to an official position below that of Asst. Master Mechanic, if in active service at time of their appointment, shall retain their position on the seniority list, and if dissatisfied with their position or removed by the Company, they may return to the position of engineer and exercise their seniority rights.

*Discipline.*

48. Engineers charged with a misdemeanor shall have their cases investigated promptly and, if found innocent, will be paid for lost time; if guilty, they will be informed promptly of the decision arrived at. In case of an accident where it appears that an engineer is at fault, he may be accompanied by a member of the Engineers' Committee at the investigation. He will, when practicable, be advised of the case to be investigated. In case of discipline right of appeal will be granted, if exercised within thirty days.

*Committee Handling Grievances.*

49. Any question or grievance of an engineer when taken up by a committee with the officials, must be taken up through the Engineers' Committee, as they will handle at any time any question or grievance of an engineer when properly notified. If, however, an engineer wishes to present his case in person or with the assistance of another engineer, the above will not abridge his right to do so.

It will be understood that when cases are so handled they cannot be taken up afterwards by a committee. The above will not prevent an engineer from having any person or persons other than engineers to intercede for him when consistent.

*Curtains and Clothes Box.*

50. All engines will be equipped with drop curtains the year round, and side curtains from November 1st to April 1st. All engines will be equipped with at least one suitable clothes box and kept in good condition.

*Time Not Allowed.*

51. When time claimed by engineers is not allowed as per time slip, it shall be returned to them within ten days for correction.

*Rules Applicable to the Federal Sixteen Hour Law.*

(a) Employes in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of 14 hours on duty under the Federal Law, or within 2 hours of the time limit provided by State Laws, if State Laws govern.

Example: If the Company ties up an engineer between terminals for any reason under 14 hours, continuous time would apply under the schedule for all time tied up. If tied up between 14 hours and 16 hours, will be considered as having been tied up under the application of this 16 hour law, and 8 hours or 10 hours as may be required will be deducted.

(b) If employes in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(Note) Where the engineer is cut out by the Railroad for rest, if on duty more than 14 but less than 16 hours, the 8 hour rest period governs and pay begins at the expiration of the 8 hour period. If on duty 16 hours and tied up for rest, the 10 hour period governs and pay will be resumed at the end of the 10 hour period.

(c) When employes in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take 10 hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

(Note) (Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question.)

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the engineer resumes duty.

(e) Employes in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit engineers to run through terminals, unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and makes 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of 8 hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in 3 hours they get 30 miles instead of a minimum day.

(f) Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

Example: They have tied up for rest and sleeping in caboose or other place. Another train comes along, takes train, caboose and engineer into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours whichever is the greater.

(g) Employes in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work 10 hours or paid therefor.

Example: Enginemen in switching service cannot be tied up for rest in

14 hours. 16 hours applicable to yardmen only. In other words, if a man works 16 hours he must be relieved to get 10 hours' rest.

If a man goes to work at 7.00 A. M. and works 16 hours or up to 11.00 P. M., 10 hours off duty will make it 9.00 A. M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used 10 hours from 9.00 A. M. and paid for 10 hours.

C. H. WIGGIN,

*Superintendent Motive Power.*

Approved:

C. E. LEE,

*General Superintendent.*

Boston, Mass., May 1, 1910.

#### **ENGINEERS, BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.**

[Agreement of Feb. 1, 1907, was printed in annual report for 1907, p. 482.]

*Rules and rates of pay for engineers. Effective July 1st, 1910.*

##### **ARTICLE I.**

Engineers in passenger service will be paid \$4.00 per day, one hundred miles or less to constitute a day's work. All miles made in excess of one hundred will be paid for at rate of four cents per mile. Overtime will be computed on a basis of twenty miles per hour. Time to commence at time engineer is ordered to report for duty and end when engine is delivered at ashpit track, or engineer is relieved at close of day's work. Overtime in passenger service will be paid for at forty cents per hour. Fifty-one one-hundredths (51-100) of a mile will be counted one mile. Overtime on turn-around runs will be computed for each trip or run separately, provided engineer is relieved by hostler during swing-off.

Hostlers will be furnished to take engines to and from stations at terminal points except Perry, Springville, and other similar points. Engineers running into Pittsburgh and Clearfield will be paid one hour extra pay at passenger overtime rates for each trip they are required to hostle engines.

##### **ARTICLE II.**

###### *Freight Service.*

Engineers in through freight service will be paid \$4.75 per day; one hundred miles or less, ten hours or less to constitute one day. All over one hundred miles pro-rata; less than one-half mile will not be counted. The basis of computation will be the number of miles run or the number of hours worked. Where the hours exceed miles, hours will be paid; where the miles exceed hours, miles will be paid. Less than three minutes will not be counted. Three minutes and not to exceed six will be counted one mile.

##### **ARTICLE III.**

###### *Overtime.*

Overtime in all classes of service, except passenger service, will be computed on basis of ten miles per hour; overtime pro-rata. Engineers will not be tied up between terminals, except under over-time rules.

## ARTICLE IV.

*Local Freight Rates.*

Engineers in local freight service shall be paid \$4.90 per day, one hundred miles or less, ten hours or less, to constitute a day's work. All over one hundred miles will be paid pro-rata. Overtime rate shall be forty-nine cents per hour.

When three crews are used on local freight and paid for layover day, same as the system at present in operation on Rochester division, overtime will be paid after fifteen hours.

## ARTICLE V.

Regularly assigned division pick-up trains will be paid local freight rate.

## ARTICLE VI.

*Helper and Pusher Service.*

1. Buffalo to Hoyts and return.....	\$3 60
Buffalo to Springville and return.....	3 60
Buffalo to East Concord and return.....	3 60
Buffalo to Beaver and return .....	4 00
Buffalo to Ashford and return.....	4 25
Bradford or Howard to Bingham and return.....	1 50
Bradford or Howard to J. & B. Jct. and return.....	2 60
Clarion Jct. to Freeman and return (decapod engines).....	2 20
Clarion Jct. to Freeman and return (other engines).....	2 00
Clarion Jct. to J. & B. Jct. or High Dry and return (decapod engines) ..	2 64
Clarion Jct. to J. & B. Jct. or High Dry and return (other engines) ..	2 40

2. Regularly assigned engineers in pusher service on north and south hill at DuBois, and at Cummings, will be paid \$4.50 per day; if decapod engines are used, \$4.95 per day; ten hours or less to constitute one day. All engineers used in helper or pusher service not herein specified will be paid through freight rate.

## ARTICLE VII.

Helvetia, Iselin, Lucerne, Vintondale, work and wreck train service, LeRoy run, Warsaw run, Rochester-LeRoy, DuBois-Curwensville, East Salamanca-Freeman run, and mine run trains of similar class, shall be paid on through freight rate basis.

When any work or wreck train service is performed by any train on the road, the engineer of such train shall, in addition to pay for trip, receive overtime for the number of hours engaged in such service; time gained under this rule will be deducted from any overtime made on same trip.

## ARTICLE VIII.

When an engineer performs two or more different services in one day or trip, he shall receive the higher rate for the entire service.

## ARTICLE IX.

Engineers qualifying for any motive power other than steam on his division, will be allowed and paid for not to exceed five days time in which to do so.

## ARTICLE X.

*Switching Service.*

1. Engineers in switching service shall receive \$4.00 per day, ten hours or less to constitute one day.

2. Engineers in yard service will be allowed one specified hour for noon or midnight meal, being relieved for that purpose between the hours of 11.30 and 1 o'clock for day or night engineers; if required to work any part of the meal hour, he will be paid for the meal hour and be allowed thirty minutes for lunch.

3. Except in case of emergency, engineers in yard service will not be required to do road service, but when so required they will be paid prevailing rates for actual time engaged in class of service performed, the time thus employed not to be allowed in yard service.

4. Yard engineers shall have exclusive rights in yard service on the division when their rights are located, according to seniority in that service. The oldest night yard engineer to fill temporary day vacancies. This rule not to prevent yard engineers who might have been displaced, from filling any vacancy on the irrespective divisions (road or yard) that their seniority entitles them to.

5. Engineers in yard service previous to April 1st, 1910, shall have preference of runs in that service according to seniority. Engineers entering yard service after April 1st, 1910, will not forfeit their road rights. It is understood that engineers holding rights in yard service previous to this date will not hold any road rights except the job be abolished, when he may return to road service if found to be qualified with full road rights less the time he was in yard service.

## ARTICLE XI.

*Doubling Hills.*

When road crews double any part of the road they will be paid actual miles or hours, whichever is the greater.

## ARTICLE XII.

1. The number of engineers shall be kept at the lowest possible limit necessary to perform the work, and when reductions are made in the force the youngest engineer in the service shall be taken off first, and when force is to be increased, to be put back in the same order as taken off.

2. Extra engineers to be run first in first out at all points.

## ARTICLE XIII.

When new territory is acquired, engineers on the division from which territory branches will be given preference of positions. Engineers employed by contractors hold no rights in company's service. If assigned by company to contractor's service, they will retain their original rights.

## ARTICLE XIV.

1. Callers will be employed at all points where it is necessary to call engineers. Call cards will be provided and the time designated on such cards, the time to report for duty, and the leaving time of train.

2. Engineers must sign the caller's book, or in case the book is signed by any member of engineer's household, he will be held responsible. Engineers will not be compelled to accept call over two hours and a half before leaving time. When engineers are called by telephone, engineers will be held responsible.

#### ARTICLE XV.

1. Time of engineers in all classes of service will commence at the time engineer is ordered to report for duty as contained on calling card, and end ten minutes after engine arrives at close of day's work. This ten minutes to be allowed for the outside inspection of engine at final terminal.

2. It is understood that engineers making two or more short trips in any one day will be allowed the preparatory time and time for inspection only once in the same day's work.

#### ARTICLE XVI.

1. When an engineer is called and not used account of train being annulled, or for other cause, the engineer will be paid one hundred miles.

2. When an engineer is called and it is subsequently ascertained that such engineer is not required for the service for which he was called, if notified within one hour of the time he is required to report at the roundhouse, no time will be allowed.

#### ARTICLE XVII.

Engineers shall have their rights of regular runs and same shall be governed by seniority in regular road service, qualifications being equal.

It is understood that the senior engineers will qualify for all passenger service running out of the terminal where they are regularly assigned. The engineer failing to so qualify, will not be entitled to the extra passenger service at his terminal.

#### ARTICLE XVIII.

1. An engineer assigned to regular run will be furnished an engine to make his regular trip. An engineer assigned to regular engine, when such engine is held in shop for more than twelve hours, will be furnished an engine to make his run.

2. All vacant engines and runs shall be advertised as soon as possible after becoming vacant, for one week upon the bulletin board provided for that purpose, and every reasonable effort will be made to notify all parties concerned who are located where access to the bulletin board cannot be had, and will be assigned to the senior engineer bidding for same.

3. Should an engineer while filling a temporary vacancy bid in a regular run, he may remain on the temporary vacancy until relieved by the return of regular man, or the run is made a permanent vacancy, or, should he be assigned to a temporary run, and while thus assigned bid in a regular run, he may remain on the temporary run until it is annulled or made a regular run, when he will revert back to the run which he bid in as his regular run.

4. When an engineer holding a regular engine or run is off for a period of seven days or more, such engine or run shall be considered as vacant during such period and advertised accordingly.

5. In case an engineer is off for ninety days his train shall be advertised

as a permanent run. Should he be able to resume work he shall take his train. In the event of his train being discontinued in his absence, he shall exercise his seniority rights.

#### ARTICLE XIX.

Engineers required on order of proper officers to deadhead over any portion of the road will be allowed one-half mileage made in their class when dead-heading on passenger train and full mileage when dead-heading on freight train.

The time of an engineer beginning his day's work by dead-heading shall be continuous from the scheduled leaving time of train on which he deadheads until he is relieved at the end of the day.

The time of an engineer ending his day's work by dead-heading will be continuous from the beginning of his day's work until the train on which he dead-heads arrives at his home terminal.

#### ARTICLE XX.

1. Engineers will be confined to the divisions where their rights are located. This article not to be construed to prevent engineers from being run over a portion of another division when necessary.

2. In case of a shortage of men on one part of the road and a surplus on another part, the surplus men will be transferred temporarily to avoid hiring men, and such men will not lose their rank on that part of the road from which they were transferred.

3. An engineer going from one division to another at his own request, shall be considered as new man on that division to which he goes, and will lose his rank on the division which he leaves.

#### ARTICLE XXI.

1. Engineers will not be required to go out when they claim they need rest, nor will they be permitted to go out, when, in the judgment of the company, they need rest. Ten hours off duty will be considered sufficient rest:

2. Engineers unable to go out on account of sickness, or other cause, must notify the roundhouse foreman in ample time for another man to be called to take the run.

#### ARTICLE XXII.

Engineers leaving the service will, if desired, be given a clearance card or letter, stating time of service, capacity in which employed and cause for leaving the service.

#### ARTICLE XXIII.

1. Engineers will not be required to take coal, sand or water, clean fires, front ends or put away engines at divisional or intermediate terminal stations except at Perry or similar points, where no force other than the engine crew is maintained by the company to do such work.

2. Engineers will not be required to clean or fill headlights, classification signals, or put in wicks, or do underneath inspection of engines where shop force is maintained.

Wedges and boiler attachments will be adjusted properly by shop force when reported on work book by engineer.



## ARTICLE XXIV.

Engineers running snow plow or flanger, whether an engine or car, will not be required to handle a train, and a flagman will be sent with all engines running snowplow or flanger.

## ARTICLE XXV.

Should any change be made in the time claimed on time slip, engineer will be fully advised as to reason therefor in writing.

## ARTICLE XXVI.

If an engineer is called and assigned to turn-around runs, when that service is finished, and if assigned to other service, a new day will begin.

## ARTICLE XXVII.

All trains shall be held before the Superintendent or his representatives. Engineers shall not be dismissed, nor suspended, without a fair and impartial trial. Engineers called for investigation shall be notified in writing, when possible, of the matter to be investigated. All parties interested shall be present, but witnesses may be examined separately. In the event of conflicting testimony, those whose evidence conflicts shall be brought together. The trial shall be held within seven days, if possible, and engineers promptly advised of decision. They shall not be suspended pending trial for minor offenses. If unjustly suspended, they will be paid for time lost. When possible, investigations will be held at such time as to avoid holding engineers out of service. Engineers may call any other employee of their choice to assist at the trial. They shall have the right to appeal to the general officers.

## ARTICLE XXVIII.

*Federal Service Law.*

(a). Engineers will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the federal law, or within two hours of the time limit provided by state law, if state laws govern.

Example.—If the company ties up a crew between terminals for any reason under fourteen hours, continuous time will apply under the schedule for all the time tied up. If tied up between fourteen hours and sixteen hours will be considered as having been tied up under the application of the sixteen-hour law, and eight hours or ten hours, as may be required, will be deducted.

(b). If engineers are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provision of this schedule.

Note — Where the crew is cut out by the company for rest, if on duty more than fourteen hourse, but less than sixteen hours, the eight hour rest period governs, and pay begins at the expiration of the eight-hour period. If on duty sixteen hours and tied up for rest, the ten-hour period governs and pay will be resumed at the end of the ten-hour period.

(c). When engineers are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period of duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example.—An engineer is tied up at the end of fourteen hours by a train crew who have been on duty sixteen hours. He is required to take ten hours rest. The pay of the engineer begins at the expiration of eight hours and of the train crew at the expiration of ten hours.

(d). Continuous trips will cover the movement of straightaway or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the engineer is released for rest, a new trip will commence when he resumes duty.

(e). Engineers tied up under the law will be paid continuous time or mileage of their schedule from initial point to tie-up point. When they resume duty on a continuous trip they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit engineers to run through terminals unless such practice is permitted under the schedule.

Example.—The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes fourteen hours and makes one hundred and forty miles. They are twenty-five miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they run twenty-five miles; if they make it in two hours they get twenty-five miles; if they make it in three hours they get thirty miles instead of a minimum day.

(f). Engineers tied up for rest under the law and then towed or dead-headed into terminal, with or without engine or caboose, will be paid therefor as per section (e) the same as if they had pulled the train to such terminal.

(g). Engineers tied up in obedience to law will not be required to watch or care for engine or perform other duties during the time tied up.

(h). Yard engineers required to work sixteen hours will resume work when their rest period is up under the federal law, and then be permitted to work ten hours, or paid therefor.

Example.—Yard engineers cannot be tied up for rest in fourteen hours. Sixteen hours applicable to yardmen only. In other words, if a man works sixteen hours he must be relieved to get ten hours rest.

If a man goes to work at seven a. m. and works sixteen hours, or up to eleven p. m., ten hours off duty will make it nine a. m., at which time he can be used on the regular trick and paid for ten hours, or he can be used the hours, from nine a. m. and paid for ten hours.

Example.—In an eight-hour yard a man working sixteen hours would have to take ten hours rest he would go to work two hours late on his regular trick and work the remaining six hours and be paid for eight.

#### ARTICLE XXIX.

Engineers attending court or other business in behalf of the company will be allowed full time and reasonable expenses.

## ARTICLE XXX.

Engineers when used in rounds service to be run first-in, first-out, except when held for rest or work. This rule is not to be construed to prevent passenger engines when used in freight service in case of emergency from returning to terminal ahead of their turn.

## ARTICLE XXXI.

For every two firemen promoted one engineer may be hired.

## ARTICLE XXXII.

When an engineer desires leave of absence he shall apply therefor in writing. The permission granting leave of absence shall also be in writing.

## ARTICLE XXXIII.

When any question arises as to the interpretation of existing rules by an engineer, wherein he has been deprived of any right, the same shall be put in writing and given to the official directly in charge, who will act upon same as promptly as possible and render a decision in writing.

## ARTICLE XXXIV.

Any engineer required to learn any part of a foreign road or yard will be paid passenger rates for each day necessary for him to qualify. Engineers bidding in runs will qualify at their own expense.

## ARTICLE XXXV.

When decapod engines are used in any service not herein provided for, the engineer shall be paid ten per cent. in advance of the rates paid for other freight engines now in service.

## ARTICLE XXXVI.

Engineers on regular runs, if held in readiness for service on Sunday, or any other day, and not used, will be allowed a day's pay for each ten hours or fractional part thereof.

## ARTICLE XXXVII.

When an engineer is held at a point away from home terminal to await the return of his train or engine, he will be paid his regular rate.

## ARTICLE XXXVIII.

Changing of initial point of a train, also a new train on the time table, shall constitute a new train or run.

## ARTICLE XXXIX.

A roster of each division shall be conspicuously placed in the principal engine-houses so that it may be referred to at any time. The roster will be corrected at least every six months if changes occur during that period.

## ARTICLE XL.

All questions pertaining to rates of pay, seniority and general working conditions arising under this agreement, shall be matters of conference between officers of this company and the regular engineers' committee.

## ARTICLE XLI.

This agreement will take effect July 1st, 1910, will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty (30) days' notice in writing to either party by the other.

T. F. BRENNAN,  
*General Superintendent.*

**ENGINEERS, BUSH TERMINAL RAILROAD.**

*We the engineers, employed by the Bush Terminal Company do hereby agree to strictly adhere to all clauses in the following contract and agreement, when signed by the representatives of the above named companies and our representatives.*

ARTICLE 1. Ten (10) hours or less shall constitute a day in all yard service; the rate of pay shall be three dollars and fifty (\$3.50) cents per day. Engine or motor.

ARTICLE 2. Overtime shall be paid at a prorata of thirty-five (35) cents per hour for all yard service.

ARTICLE 3. Engine crews being worked fifteen (15) minutes after the hour shall be allowed one (1) hour overtime.

ARTICLE 4. Engineers in yard service shall have one (1) hour for meals, between the hours of 11:30 and 1 P. M. day or night, if required to work any part of dinner hour, they shall receive one (1) hours pay and have thirty (30) minutes to eat meal. Engineers who shall be to remain in charge of their engines during dinner hour, for which a rate of thirty-five (35) cents per hour will be allowed.

ARTICLE 5. Engine crews being required to work overtime shall be allowed one (1) hour for supper and paid for the same.

ARTICLE 6. When the service on a time slip is not allowed, it shall be returned to the man making it with reason for not allowing it.

ARTICLE 7. Engineers reporting for duty under orders and not used, shall be allowed one-half ( $\frac{1}{2}$ ) day's day.

ARTICLE 8. If an engineer is removed for service for any cause, he shall have an investigation within three (3) days from time of removal, and if found guilty, shall suffer the penalty, if not, he shall be paid for the time off.

ARTICLE 9. On all switch engines and motors, engineer's time shall commence at reporting time and end at time he is relieved from care of engine or motor on designated track or terminal.

ARTICLE 10. When necessary for an engineer to serve on a committee for grievances or for some engineer he shall not be discriminated for serving on same.

ARTICLE 11. The oldest man in service shall have preference.

ARTICLE 12. The right to appeal from local to general officers will be duly recognized and allowed. This agreement to take effect May 1, 1910, and to remain in effect until April 30th, 1911, for all engineers employed by the Bush Terminal R. R. Co.

**ENGINEERS, CENTRAL NEW ENGLAND RAILWAY.**

*Schedule and agreement with engineers in effect July 3, 1910.*

**ARTICLE 1.***Investigations.*

**RULE 1.** Engineers will be given a fair chance to defend themselves against charges in holding investigations. Care shall be taken to get all information possible and investigations held as soon as practicable.

Engineers who are disciplined and afterwards found innocent shall receive pay for time lost. All engineers disciplined will be notified of same in writing. Engineers receiving such notice will acknowledge receipt of same.

**RULE 2.** All engineers interested will be allowed to choose one or two disinterested engineers in the employ of the Company to accompany and speak for them before boards of investigations, if they so desire, when an appeal is made after the first investigation, and will have the privilege of appearing before each official up to the General Superintendent.

**ARTICLE 2.***Time Limit on Appeals.*

**RULE 1.** If an engineer is discharged or suffers actual suspension and is not satisfied with the justness of the discipline, the case if appealed must be brought to the attention of the General Superintendent within twenty-two (22) days of the date on which discipline is inflicted. If an appeal is taken from the decision of the Master Mechanic the appeal must be made in writing within thirty (30) days of the date of the Master Mechanic's final decision. In all cases the Master Mechanic shall notify in writing the aggrieved party of his decision and send a copy of such notice to the chairman of the committee.

**ARTICLE 3.***Passenger Trains.*

**RULE 1.** Engineers on all passenger trains shall receive four dollars fifteen cents (\$4.15) per day. One hundred (100) miles or less, ten (10) hours or less shall constitute a day's work. For all over one hundred (100) miles or ten (10) hours, they shall receive four and fifteen hundredths (4.15) cents per mile or 41½ cents per hour.

**RULE 2.** Engineers running light engines will be paid passenger rates when not in connection with freight work.

**ARTICLE 4.***Freight and Work Trains.*

**RULE 1.** Engineers on all freight and work trains shall receive four dollars seventy-five (\$4.75) per day. One hundred (100) miles or less, ten (10) hours or less to constitute a day's work. For all over one hundred (100) miles or ten (10) hours, they shall receive four and seventy-five hundredths (4.75) cents per mile or 47½ cents per hour.

**RULE 2.** When an engineer on a work train has been in service ten (10) hours it will be understood he has completed a full day, equivalent to one hundred (100) miles and if required to do further service, he will be paid miles or hours, whichever is the greater. If called upon after leaving the Company's premises it will be considered another day.

## ARTICLE 5.

*Mixed Trains.*

RULE 1. Engineers in mixed service or running mixed trains will be paid freight rates.

RULE 2. No two classes of pay will be allowed in one day's road service.

RULE 3. Ten (10) hours or less, one hundred (100) miles or less shall constitute a day's work. Overtime will be paid after ten (10) hours at the rate of forty-seven and five tenths ( $47\frac{1}{2}$ ) cents per hour or four and seventy-five hundredths cents per mile.

## ARTICLE 6.

*Engineers Deadheading.*

RULE 1. Engineers deadheading over the road under orders, less than one hundred (100) miles shall be paid passenger rates, provided it is not in conjunction with freight or mixed service. When called upon to deadhead one hundred (100) miles or more shall be paid passenger rates.

RULE 2. Mileage will not be allowed an engineer when deadheading to take a run that he had bid in.

RULE 3. When an engineer loses his run or job through no fault of his own, mileage will be paid for deadheading to the initial point of run or job which he selects or to the point where he is obliged to report.

RULE 4. Engineers who are required to deadhead from one point to another to cover a run or job for one day shall be paid continuous time from their initial points until they return to their initial points, except when required to deadhead on the preceding day or return on the following day, in such cases they shall be paid not less than one full day each way.

RULE 5. The time of an engineer beginning his day's work by deadheading shall be continuous from the schedule leaving time of train on which he deadheads until he is relieved at the end of the day.

RULE 6. The time of an engineer ending his day's work by deadheading will be continuous from the beginning of his day's work until arrival of train at his home terminal on which he deadheads.

## ARTICLE 7.

*Learning the Road.*

RULE 1. Engineers learning the road shall be paid passenger rates and in no case shall they receive pay for less than one hundred (100) miles.

RULE 2. Engineers bidding in runs will learn the road and qualify at their own expense.

RULE 3. Engineers bidding in a run or job will not be required to learn any more road at their own expense than the amount the Company would require other engineers to learn who would select it as per seniority rule.

RULE 4. Engineers shall have the privilege of learning the road and qualifying at their own expense.

RULE 5. Engineers forced by seniority, or any cause other than their own, to other runs, will be paid for learning the road.

RULE 6. Hired men will learn the Line between Campbell Hall and Hopewell and qualify on same at their own expense.

## ARTICLE 8.

*Regular Engineers Called Upon.*

RULE 1. Engineers on regular runs when called two (2) hours or more before beginning of their regular day's work and then go out on their regular runs shall be paid one day in addition to the regular day's pay; if called less than two hours and then go out on their regular runs they shall be paid miles or hours, whichever is the greater, as extra service, sixty (60) minutes or less to count as one hour. If called to go out before the time of their regular run to cover some other run they shall be paid for all time consumed over their regular day as extra service, miles or hours, sixty (60) minutes or less to count as one hour.

RULE 2. Engineers on regular runs required to do extra work in the middle of the day shall be paid for such work, miles or hours, whichever is the greater according to the schedule. This in addition to regular day's pay.

RULE 3. Regular engineers who are called upon to do extra service after completing their regular day's work, or run of one hundred (100) miles or less, shall be paid for further service for the actual miles or hours made in such service.

RULE 4. Engineers called upon after completing a day's work, and having left the Company's premises, it will be considered another day.

RULE 5. Engineers on regular runs shall not be called upon to do extra service when spare men are available.

RULE 6. When an engineer is taken from a regular run to cover any service which pays less than his regular run each day the Company shall make good the difference so that the engineer will not experience any loss in pay.

## ARTICLE 9.

*Spare and Emergency Engineers.*

RULE 1. Spare engineers shall be run first in and first out so far as it is possible with the requirements of the service. A temporary vacancy in passenger or freight service of more than fifteen (15) days will be filled by the senior freight man who is competent. Less than fifteen (15) days, by the first man out who is competent.

## ARTICLE 10.

*Switching Service.*

RULE 1. All switching yards shall be straight ten (10) hour yards, engineers on all switchers in ten (10) hour yards shall be paid four dollars ten cents (\$4.10) per day, ten (10) hours or less to constitute a day's work, all over ten hours to be paid pro rata rates per hour.

RULE 2. In ten (10) hour yards engineers shall be allowed one (1) hour for meals between the fifth and seventh hour from the time of starting work. If required to work any part of the meal hour they shall be paid one hour extra at switching rates and thirty (30) minutes for lunch will be allowed as soon as possible.

RULE 3. When engineers on switching jobs are required to work overtime and the same exceeds one-half ( $\frac{1}{2}$ ) of the regular day they shall be paid one (1) day for it.

**RULE 4.** Engineers on switching jobs after having completed a regular day's work and then sent out on the road shall receive miles or hours for such extra service.

**RULE 5.** Engineers running switching jobs in yards who are sent out on the road within their switching day shall be paid their day in the yard at switching rates, plus time-table mileage on the road at road rates.

#### ARTICLE 11.

##### *Freight Switching on Road and at Terminals.*

**RULE 1.** Engineers in road service on freight trains at points where there is no regular switching crew employed, are to do the necessary placing of cars without extra compensation, but where there is a regular switching crew employed at any hour of the day or night road crews are to set out the cars they have for that station and the switching crew is to do the placing on private sidings, freight house sidings, or individual tracks, but if the road crews are called upon to do this work they shall be paid switching rates; the same to apply to cars picked up by freight trains, the switching crew is to get such cars for each train together to be picked up by the road engine, but if it is necessary to call upon the road crew to do this switching which should properly be done by the switching crew they shall be paid for such work at switching rates. Time consumed at such points shall be accumulative and time allowed accordingly. Time commences when engine is prepared to switch and ends when through switching, sixty (60) minutes or less to count as one (1) hour. The conductor of the train shall certify to switching so done at all such points during the trip.

**RULE 2.** When yard masters or agents at intermediate points where switching crews are employed have the cars at the station in station order for the road crews to pick up and the conductor of the train considers it necessary to switch them in station order with those in his train such switching is to be classed as a part of the train's regular work and no pay for switching allowed.

**RULE 3.** Taking or leaving cars from more than two tracks, or cars that do not stand ahead on tracks, is to be considered switching.

#### ARTICLE 12.

##### *Passenger Switching on Road and at Terminals.*

**RULE 1.** Engineers on passenger trains if called upon to do any switching, at points where switch engines are employed shall receive switching rates; time to commence when engine is prepared to switch and end when through switching, sixty (60) minutes or less to count as one (1) hour.

**RULE 2.** Engineers on passenger trains that are required to do any switching at points where switch engines are not employed will be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

#### ARTICLE 13.

##### *Terminal Delays.*

**RULE 1.** When from any cause engineers are delayed in delivering their engines on track designated for that purpose, after arrival at final terminal,



they shall be paid for such delays as extra service, forty-five (45) minutes to count the first hour, one (1) hour thirty (30) minutes to count as two (2) hours. This not to apply to trains already earning overtime.

The following definitions as to terminal delays shall govern in allowing time claimed for such delays:

Passenger Service:—Terminal delay will commence when train arrives at its terminal station as shown on the time card.

Freight Service:—Home terminal delays are to be defined as follows and paid for accordingly.

For the first fifty-nine (59) minutes that an engine or train is held at a terminal waiting to get in the yard no compensation is to be allowed the men. For all time after this full time is to be allowed at the rate of ten (10) miles per hour.

#### ARTICLE 14.

##### *Hostling Engineers and Duties.*

RULE 1. At all points where eight (8) or more engines are put up there shall be men provided to take charge of and hostile engines. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed and engines tie up.

#### ARTICLE 15.

##### *Computing Overtime, Time and Mileage.*

RULE 1. A day's work for engineers shall begin at the time engine is scheduled to leave engine house or storage track, which shall be not less than thirty (30) minutes before the schedule leaving time of train or time ordered to leave, and shall end when engine is delivered for final disposition for the day.

RULE 2. In computing overtime made by engineers less than thirty (30) minutes shall not be counted; thirty (30) minutes over the regular day's work to which they are first assigned shall be counted as one hour, unless otherwise specified.

RULE 3. In computing mileage the actual miles made in road service and fractions thereof shall be used and when the fractions of the total miles for the day equal fifty hundredths ( $50/100$ ) of a mile or more a full mile will be allowed.

Example: Mileage from A to B 25.10 miles.  
 Mileage from B to A 25.10 miles.  
 Mileage from A to D 30.15 miles.  
 Mileage from D to A 30.15 miles.

---

Total ..... 110.50

Run calls for 111 miles.

RULE 4. Engineers running light engines to and from their trains will be allowed mileage so made, provided it is fifty hundredths ( $50/100$ ) of a mile or more.

Example: Mileage from station to engine house 60/100 of a mile.

Mileage from engine house to station 60/100 of a mile.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

RULE 5. Engineers who are required to take their own trains to or from stations or yards shall be allowed mileage, provided it is fifty hundredths (50/100) of a mile or more.

Example: Mileage from yard to station 1-40/100 miles.

Mileage from station to yard 1-40/100 miles.

One mile in each direction will be allowed.

Fractions are not to be added to road mileage.

RULE 6. If engineers for any reason other than their own are deprived of making their full trip they shall be paid the regular mileage of the trip. These engineers can be used on other runs with out extra compensation, unless they exceed the regular mileage. Engineers shall not receive less than a day's pay if they are called or go out or are under orders.

#### ARTICLE 16.

##### *Seniority Rights.*

RULE 1. Rights of engineers to preference of runs shall be governed by seniority in service. An engineer losing his run by reason of it having been discontinued, or having been taken by an engineer his senior or for any reason not brought about by any fault or action of his own, shall be entitled to any run held by an engineer his junior in seniority.

RULE 2. Any engineer having taken and held a run five (5) days after bulletin notice from proper official that such run is vacant or open to seniority choice of the engineers, without claim in writing being made for such run to the Master Mechanic by some engineer entitled to said run by reason of seniority, shall not thereafter be displaced from such run on account of seniority rights of other engineers, except by reason of said run being claimed by a senior engineer whose run has been taken from him through no fault or action of his own.

RULE 3. Engineers losing their runs as per seniority rule will be required to make choice of runs within ten (10) days and will go on the spare list until they make their selection. Failing to make a selection within ten (10) days they will remain on the spare list until they bid in a run.

#### ARTICLE 17.

##### *Advertising Runs and Jobs.*

RULE 1. Vacancies on all runs and jobs shall be advertised on all bulletin boards, for five (5) days, and the oldest engineer in the service will be given the preference, if competent, as per Article 16, and shall be given a fair chance to prove his ability.

RULE 2. When an engineer bids in a run or job he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

RULE 3. Engineers will lose their runs, or jobs when the initial points are changed, or when the initial trains of runs are discontinued or absorbed by other runs.

RULE 4. Engineers may give up their runs or jobs under the following conditions:

A. When the initial leaving time of a run or job is changed four (4) hours or more.

B. When a round trip run is changed so that it does not return to its initial point every day.

C. When a run that does not have the same terminal every day changes so as to return to its initial point every day.

D. When the terminal of the initial train of a run is changed.

E. When the earnings of a run or job are regularly increased or decreased one dollar twenty-five (\$1.25) or more per day.

Engineers giving up their runs or jobs as per above must notify the Master Mechanic in writing and make their selection within ten (10) days from the time the change occurs.

It will be understood that an engineer losing or giving up his run or job as per above will be considered as having lost his run or job and shall be entitled to exercise his seniority as per first rule of Article 16.

RULE 5. Engineers bidding in runs or jobs shall be placed on same within five (5) days after bids have expired, and Master Mechanic will notify them that such runs have fallen to them; refusing to take the runs or jobs which they have bid in they shall go on the spare list.

RULE 6. When a Master Mechanic or his representative receives written application from an engineer claiming a run or job as per Article 16 the Master Mechanic should notify the engineer displaced immediately, and before he reports for the next day's work, provided such claim is received by the Master Mechanic twelve (12) hours in advance of leaving time of run or job selected.

RULE 7. The Company reserves the right to select engineers for official trains.

#### ARTICLE 18.

##### *Doubling Hills.*

RULE 1. Engineers having regular runs will be paid extra for mileage made in doubling hills, it being understood that regular extras shall be considered as regular runs. Engineers on extras will have this mileage made added to their mileage.

#### ARTICLE 19.

##### *Engineers Failing to Work a Full Day.*

RULE 1. When an engineer fails to work a full day as laid down by the Company, through any reason of his own, he shall be paid not less than the hours he works, or miles he runs, and should the amount made by both engineers be less than the regular pay for the run or job, the difference will

go to the engineer relieved. If the regular engineer can be relieved without extra expense to the Company he shall be paid a full day, but in all cases the engineer who relieves him shall be paid as per schedule.

#### ARTICLE 20.

##### *Attending Courts.*

RULE 1. Engineers attending courts, inquests, or other business by order of the Company, shall be paid the same amount they would have received had they remained at work. They shall also be paid necessary expenses while held for such service.

RULE 2. Engineers called in for investigation, when not subject to discipline, or examinations, before starting or after completing their day's work, shall be paid for time held in such service at the regular rates, sixty (60) minutes or less to count as one (1) hour.

RULE 3. Engineers called five (5) hours or more before their regular day, or while off duty, shall be paid not less than one day's pay at passenger rates.

#### ARTICLE 21.

##### *Time Not Allowed.*

RULE 1. When time claimed by engineers is not allowed they shall be promptly notified in writing and given reason why such time is not allowed. This shall be done in all cases and the notice shall come from the General Superintendent or the Master Mechanic.

#### ARTICLE 22.

##### *Work Not Required by Engineers.*

RULE 1. Engineers shall not be required to shovel coal on tenders, clean engines or fires, take sand, water, or turn tables. Engines shall be equipped with tools and necessary supplies. Cab lights, classification lamps and headlights will be cleaned, filled and lighted when necessary, and put in good order, before engineers are required to take charge of engines. But this does not relieve engineers of responsibility of knowing that headlights and lamps are in good order before starting out. When engines are equipped with acetylene headlights the engineers will light and extinguish them. This not to apply to yard engines.

RULE 2. All engines in emergency service when ordered out shall have rod cups and lubricators filled.

RULE 3. At points where repair men are not employed and engineers are required to do necessary work while engines are laid up Sunday, or during or after the regular day's work, they shall receive passenger rates per hour while so employed, and all work so done must be approved by the Master Mechanic.

RULE 4. Engineers will not be required to go underneath engines to inspect them and will not be held responsible for work when reported on work books.

## ARTICLE 23.

*Calling and Rest.*

RULE 1. The company will furnish callers for engineers living not more than one mile from the engine house. Engineers living within calling limits who have regular runs will be called between the hours of 11:00 P. M. and 6:00 A. M.

RULE 2. Engineers called and report for duty at Round House and not wanted shall be paid a day at passenger rates.

RULE 3. Engineers on regular runs that start from same terminal every day, who are relieved for any reason other than their own, thereby losing the following day's work, the Company will make good the difference between overtime earned and time lost on days in question.

RULE 4. When engineers on other than assigned trains are relieved from duty at other than home terminal and held there more than twelve (12) hours, at the expiration of twelve (12) hours their time shall commence.

Rule 5. Men who are unable from any cause to perform service must send notice in ample time to make other provisions and avoid being called.

## ARTICLE 24.

*Reducing Force.*

RULE 1. When there is a surplus of engineers for the business engineers in point of seniority shall have the preference for employment.

RULE 2. When it becomes necessary to reduce the force of engineers it shall be done by taking off engineers as per seniority list of the division taken in reverse order, they to revert to the position held before promotion.

RULE 3. When it is necessary to reduce the force, engineers who have been hired by this Company will be given leave of absence until it is necessary to increase the force, and all engineers reduced will retain their roster standing as engineers.

RULE 4. It is understood that the force of engineers shall be reduced when the average pay of the extra engineers falls below twenty-five dollars (\$25.00) per week for any successive three weeks.

## ARTICLE 25.

*Roster.*

RULE 1. A roster shall be conspicuously placed in the principal engine houses so that it may be referred to at any time. The roster will be corrected at least every six months if changes occur during that period.

RULE 2. The following rule will establish the seniority of engineers. Men who are hired or promoted to engineers shall date from the day they are regularly assigned to service as engineers. "Regularly assigned to service" means being assigned to engineers' spare board, or being assigned to a run or job, for thirty (30) calendar days, and at the expiration of this time will be given their roster standing from the date first assigned to service as per above conditions. Should more than one man be assigned to service as an engineer on the same day, they shall take their roster standing as engineers in accordance with their previous length of service on the locomotives of this Company.

## ARTICLE 26.

*Miscellaneous.*

RULE 1. On seven-day one-way runs the home terminal shall be designated on the vacancy notice by the first named train.

RULE 2. It is understood that regular extras shall be considered as regular runs.

RULE 3. Engineers on regular runs laying off will report as early as possible before resuming work, but they must report at least twelve (12) hours before the leaving time of their regular train.

RULE 4. A regular engineer may give up his run or job and go on the spare board.

RULE 5. The General Chairman will be furnished with a copy of all decisions and interpretations of the General Superintendent and Master Mechanic, based on the schedule, that may be issued from time to time.

## ARTICLE 27.

*Complaint of Engineers as a Body.*

RULE 1. When complaint is made by engineers as a body concerning the personal conduct of any engineer on the system that will reflect discredit or bring disrepute on the engineers as a class, such complaint shall receive attention and a full investigation.

## ARTICLE 28.

*Curtains, Etc.*

RULE 1. Cab spring seats and backs and arm rests shall be furnished for engineers and placed in all engines, provided, of course, construction permits.

RULE 2. Side and drop curtains shall be furnished and put up in cabs on all engines if requested by the engineers.

RULE 3. Drinking water cans shall be furnished to carry on engines and ice shall be furnished at terminal points during hot weather on request of the engineer.

## ARTICLE 29.

*Passes.*

RULE 1. Engineers shall be furnished with term passes good between all stations.

## ARTICLE 30.

*Color, Sight and Hearing Test.*

RULE 1. In re-examining engineers all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this System, and all examinations shall be made under the same circumstances as required in the actual operation of the road.

RULE 2. New men employed as engineers will be required to pass visual, color and hearing tests such as may from time be established by the General Superintendent.

**RULE 3.** To determine the hearing power of a man, he shall be required to bear ordinary conversation.

**RULE 4.** Engineers shall be re-examined as often as it is thought necessary by the operating officials under whose jurisdiction they are employed, and shall take this examination at their own expense.

#### ARTICLE 31.

##### *Application of the Sixteen Hour Law.*

(A) Engineers will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State laws, if State laws govern.

**EXAMPLE:** If the Company ties up an engineer between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 hours and 16 hours will be considered as having been tied up under the application of this 16 hour law, and 8 hours or 10 hours as may be required will be deducted.

**NOTE:** When an engineer is cut out by the Company for rest if on duty more than 14 hours but less than 16 hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period. If on duty sixteen hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

(B) If engineers are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(C) When engineers are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

**EXAMPLE:** A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of ten hours.

**NOTE:** Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "YES." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question.

(D) Continuous trip will cover the movement straightaway or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the engineer is released for rest, a new trip will commence when the crew resumes duty.

(E) Engineers tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie up point. When they resume duty on a continuous trip they will be paid miles or hours, whichever is the

greater, from the tie up point to the next tie up point or to the terminal. It is understood that this article does not permit engineers to run through terminals unless such practice is permitted under the schedule.

**EXAMPLE:** The introduction of this law doesn't set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and made 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in three hours they get 30 miles instead of a minimum day.

(F) Engineers tied up for rest under the law, and then towed or dead-headed into terminal, with or without engine or caboose, will be paid therefor as per section (E), the same as if they had run the train to such terminal.

**EXAMPLE:** They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably, but they get just what they would have got had they hauled the train in, receiving miles or hours whichever is the greater.

(G) Engineers in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(H) Engineers in yard service required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours, or paid therefor.

**EXAMPLE:** Engineers cannot be tied up for rest in 14 hours. Sixteen hours applicable to engineers only. In other words, if a man works 16 hours he must be relieved to get ten hours' rest.

If a man goes to work at 7:00 A. M. and works 16 hours or up to 11:00 P. M., 10 hours off duty will make it 9:00 A. M., at which time he can be used on the regular track and paid for ten hours, or he can be used 10 hours from 9:00 A. M. and paid for 10 hours.

#### ARTICLE 32.

This schedule will go into effect July 3d, 1910, and supersedes all former agreements. No changes will be made in any article of this agreement by either party without giving thirty (30) days' notice in writing.

Signed: For the Central New England Railway Company.

C. J. STEWART,  
*Master Mechanic.*

O. M. LAING,  
*General Superintendent.*

Signed: For the Locomotive Engineers.

JOHN SAVAGE,  
*Chairman.*

STEPHEN RILEY,  
*Vice-Chairman.*

EVERETT SISSON,  
*Secretary.*



**ENGINEERS, DELAWARE AND HUDSON RAILROAD.**

[Agreement of May 1, 1906, was printed in annual report for 1906, p. 403.]

*Rates of wages and rules affecting the employment of engineers. Effective April 1, 1910.*

*Agreement between the Delaware and Hudson Company and the Locomotive Engineers; governing the employment, rates of pay, rules and working conditions of engineers in the service. All classes of service, one hundred miles or less, ten hours or less, will constitute a day; mileage made in excess of one hundred miles pro rata; overtime after ten hours one-tenth of daily rate.*

**ARTICLE 1.***Passenger Service.*

All classes of engines, 100 miles or less, per day.....	\$3.90
In excess of 100 miles, per mile.....	.039
Overtime rate, per hour.....	.39

**ARTICLE 2.***Through Freight Service.*

Engines	Per day	Cents per hour	Cents per mile
Class E-5 .....	\$4.80	.48	.048
Consolidation .....	4.65	.465	.0465
D-3, D-3-A, D-3-B.....	4.50	.45	.045
Other engines .....	4.25	.425	.0425
Mallet type .....	6.50	.65	.065
Milk train service.....	4.00	.40	.04
If consolidation engine.....	4.50	.45	.045

**ARTICLE 3.***Local Freight Service.*

	Per day	Cents per hour	Cents per mile
"A" All classes of engines, per day of 100 miles, 10 hours or less.....	\$4.75	.475	.0475
"B" Mine runs and Wilkesbarre transfer runs to be classed as road runs and to be paid as per class of engines run.			

**ARTICLE 4.***Work Train Service.*

When engineers are employed in work train service, or on engines making trial trips, they will be paid freight train rates, as per Article No. 2.

## ARTICLE 5.

*Switching Service.*

Per day of ten hours or less.....	\$4.00
Over-time per hour.....	.40
When consolidation engines are used.....	4.00
Over-time per hour.....	.40

"A" One hour will be allowed switch engineers for meals, between the fourth and sixth hour, from time for starting work. If required to work fifteen minutes of meal hour, one hour will be paid and thirty minutes to be allowed for lunch.

"B" In yard service, engineers will not be required to go on duty until marked to go on duty.

"C" Yard engines at Honesdale, Glens Falls and Hudson Falls when required to do road work outside of yard limits; also Whitehall, when required to push trains over State Line hill; Port Henry when required to push trains over Westport hill; Plattsburg when required to push trains to Spellmans; Binghamton when required to run to or beyond Swifts; Sidney, when required to run to or beyond Unadilla or Bainbridge; Oneonta when required to run to or beyond Colliers or Otego; Delanson when required to run to or beyond Duaneburgh, Duane, or Esperance; Mohawk when required to run to or beyond Crescent or So. Schenectady; Church St., Albany, when required to run to or beyond Elamere; Carbondale, to or beyond Forest City; Saratoga to run to or beyond Gailors; Green Island and Albany runs; will be paid road rates for entire day.

"D" When time is over-lapped on all double-crewed pushers or switch engines, and the engineer is not relieved at specified time, he will be paid until relieved and the relief engineer will be paid from the regular time that he should have gone on duty.

"E" Engineers assigned to regular runs, or switch engines, will be considered off duty from time relieved from their regular duties until required for their regular duty, but when such men are available they will respond to call in all cases of emergency.

## ARTICLE 6.

*Mixed Train Service.*

Engineers running on mixed trains, consisting of freight and passenger or freight and milk, will be paid at freight train rates, in accordance with type of engine used.

## ARTICLE 7.

*Beginning and Ending of Day's Service.*

"A" An engineer's time will commence when he has registered, one hour before leaving time, and concludes at the time engine is placed on designated track, at terminal, and inspection is made. Time of inspection not to exceed 20 minutes. Registers will be kept in convenient places upon which engineers will register at the beginning and end of run.

"B" Engineers will be called as near as practicable 1 hour and 30 minutes before schedule leaving time except that men on trains having a fixed leaving time will not be called between 8.00 A. M. and 9.00 P. M.

## ARTICLE 8.

*Shop Service.*

When engineers are required to work in shops they will receive full pay at road rates.

## ARTICLE 9.

*Attending Court.*

Engineers attending court or inquests, as witnesses or engaged in any other work assigned to them by the company of a similar character, will be paid 100 miles per day while so engaged, except in cases where engineers are assigned to engines or runs; in such cases they will be paid what they would have made on engines or runs, together with necessary expenses.

## ARTICLE 10.

*Deadhead Service.*

"A" Engineers required, on order of the proper officers, to deadhead over any portion of the road, on company's business, will be allowed one-half mileage made in their class, when deadheading on passenger trains and full mileage when deadheading on freight trains.

"B" When an engineer is required to deadhead over any portion of the road to relieve another engineer he will be paid by the company as per paragraph "A" of this article.

## ARTICLE 11.

*Time Not Allowed.*

When the time claimed on a time slip is not allowed, the time slip will be returned to the engineer making it, with reasons for not allowing it.

## ARTICLE 12.

*Additional Service.*

"A" Engineers holding runs, or engines making 100 miles more or less, will not be used or required to perform additional service only in cases of emergency. When called upon to perform such additional service, it will be regarded as having commenced a new run, or day, and will be paid accordingly.

"B" When engineers are called or report for duty and are relieved before performing any service, they will receive one-fourth day's pay. If one or more hour's work are performed in preparing engine for service, one-half day's pay will be allowed, at rate paid in service called for.

"C" If engineers are available they will be detailed to act as Pilots, and will be paid full rates, according to class of service engaged in.

"D" Engineers in service, or coming in service, will be paid full mileage rate for learning any portion of the road.

"E" When engineers are required to run over any unfamiliar portion of the road they will be furnished an engineer as pilot until road is learned.

"F" When passenger engineers are detained forty-five (45) minutes after reaching home terminal they will be paid one hour in excess of mileage.

"G" When engineers in freight, or mixed train service are held at terminal forty-five (45) minutes, they will receive one hour's pay in excess of hours or mileage made. Should they be held over one hour, one mile will be allowed for every six minutes held thereafter.

"H" Any passenger or through freight engineer required to do switching at any point shall be paid in excess of mileage or hours made. Time to be kept for switching at such points and to be added together and time to be allowed at rate of ten miles per hour.

Note: Picking up cars that are assembled and placed ahead will not be considered switching, nor will setting out cars that are assembled together in train be considered switching under the above rule.

#### ARTICLE 13.

##### *Assignment of Engines.*

"A" Engineers on regular runs are entitled to engines assigned to their runs.

"B" All unassigned men will run, first-in, first-out on their respective divisions.

"C" No more engineers will be assigned to runs in any class of service, on any division, than will move the traffic with promptness and certainty. The number of engineers will be kept at the lowest possible limit necessary to perform the work and when reductions are made in the number of engineers assigned the youngest man in service will be taken off first and allowed to go back firing.

"D" When an engine becomes disabled from any cause and is sent to the shop for repairs, the engineer will be assigned to another engine to run in its stead. If there is no available engine, the engineer will go out in his regular turn.

#### ARTICLE 14.

##### *Examinations.*

Engineers entering the service, promoted or employed, will be required to pass an examination on machinery and book of rules. When they pass a satisfactory examination, they will be furnished a certificate showing the same. They will not be required to submit to a further written re-examination, but will be ready at all times to respond when called upon to be orally examined on rules, or to be instructed on machinery placed in their charge. Advance notice of all examinations will be given and if necessary for engineers to lose time they will receive compensation as though on their run.

#### ARTICLE 15.

"A" Engineers in the service of this company will be re-examined whenever in the opinion of the Superintendent he has reasons to believe that an engineer's color perception, acuteness of vision, or hearing, has become impaired to the extent that might render his service unsafe.

"B" Should the indoor test disclose a deficiency of perception that might impair usefulness, such test shall be followed by a field test, under the personal direction of the Superintendent, the result of which shall determine the standing of the person examined.

"C" A field test shall be conducted in the following manner: For vision, with flags, lamps and signals used in the daily operation of trains, with or without glasses, at a distance not to exceed two thousand feet for the correct observance of semaphore arms and lights and of lamps or flags signals. For hearing: Ability to hear ordinary conversation and air whistle signal in service.

#### ARTICLE 16.

No suspensions, entries, or notations will be made against engineer's record until he has been notified of the same. Engineers will be furnished an abstract of their record on request.

#### ARTICLE 17.

##### *Imposing of Fines.*

No fines will be imposed upon engineers for loss or breakage of tools, for damages incurred by accident to rolling stock on the road, or for stock killed or injured. Engineers agree to use their best efforts to avoid accidents and damage as far as possible.

#### ARTICLE 18.

##### *Seniority of Engineers.*

"A" The right to regular engine or runs will be determined by seniority and ability when found competent. When the ability of an engineer in line for promotion is questioned, he will be given an opportunity to prove his competency.

"B" Seniority as an engineer will commence with the first trip made or day's work performed after having been assigned to the extra board or to a regular position as an engineer. Emergency service rendered prior to being assigned as above will not be considered as establishing seniority.

"C" Seniority rosters will be made out by the division superintendent and posted in register rooms on May 1st and November 1st, each year for thirty days subject to claim for correction by the men interested; such corrections for adjustment to be made through the local chairman on each division or by the general chairman of the engineers pending final approval by the local chairman and the superintendent.

"D" Should two or more men be assigned to service as engineers on the same date, they shall take their roster standing as engineers in accordance with their previous length of service on locomotives of this company.

#### ARTICLE 19.

##### *The Rights to Runs.*

"A" Vacant positions, new runs or temporary vacancies will be advertised for ten days, if the senior engineer on the division where the vacancy occurs makes application for the same within ten days he will be assigned at once; otherwise the vacancy will be filled at the expiration of ten days by the senior engineer making application. All applications to be made in writing. When a vacancy occurs the proper division official shall notify the engine despatcher at once.

"B" When the terminal of a run is changed, or a day run changed to a night run it will be optional whether an engineer retains the run or takes a run held by a junior engineer.

"C" Engineers absent by permission from proper officer when returning to duty will have the right to displace any junior engineer from a run or engine if such run or engine has been bid in during their absence and have all the rights they would have had had they been on duty.

#### ARTICLE 20.

##### *Temporary Runs.*

"A" Temporary runs or places shall be advertised on Bulletin Boards and the oldest engineer in the service applying for them shall be placed on such runs. Should any of the temporary runs become regular runs they shall be posted as such as per paragraph "A" Article 19.

"B" Engineers holding regular runs and bidding in temporary runs shall when such temporary runs are taken off, revert to their regular runs; meanwhile their regular runs or places shall be posted as temporary.

"C" Engineers holding regular runs and losing such runs for any reason other than their own, can displace junior man running temporary runs, and when such temporary runs are taken off they can take any place held by a junior man.

#### ARTICLE 21.

##### *Hostling Engines.*

Engines will be taken charge of by hostlers when getting fire cleaned and engine coaled and watered at terminal points.

#### ARTICLE 22.

##### *Turn-around Runs.*

Engineers in freight service will not be turned more than once away from their home terminal and after reaching home terminal will be given ten hours for rest before required to go on duty. This will not apply to engineers assigned to turn-around service out of a terminal for a day.

#### ARTICLE 23.

##### *Computing Overtime.*

In computing over-time, unless where it is otherwise provided for; fifteen minutes will constitute one-half hour and forty-five minutes one hour. For fractional parts of a mile, less than half not to be counted; if one-half, or over, one mile will be allowed.

#### ARTICLE 24.

##### *Held at Terminals.*

Freight crews receiving a day's pay in one direction, if held at other than home terminal will be paid at through freight rates after fifteen hours and resuming work shall be returned to home terminal. This will not apply to engineers whose runs are scheduled for more than twelve hours,

## ARTICLE 25.

*Transfer.*

In case of a shortage of engineers on one division of road, and a surplus on another, the junior engineer will be transferred, unless the senior man claims the right to go. It is understood when men are transferred, under this article, they are to be returned to their home division as soon as business permits, unless they desire to remain. In such cases, they waive all right to seniority on home division from which they were transferred and will be given seniority on the division transferred to from the first trip made after being transferred.

## ARTICLE 26.

*Repairing and Supplying.*

Engineers will not be required to put in water or lubricator glasses, pack air pumps or steam fittings on boilers, in or outside of cab. All lights are to be cleaned and cared for and ready for service. All supplies and tools are to be put on and removed from engines by shop force. Grease cups will be filled or tightened down at all lay-over points; wedges will be adjusted, driving cellars, engine and tank truck boxes packed when reported. All engines to be supplied with coal, water and sand at all terminal or turn-around points. Engineers will not be required to shovel coal on tenders.

## ARTICLE 27.

*Doubling.*

Engineers will be paid actual mileage for helping or doubling hills, or going for water outside of water limit, or going for coal, but this should be understood only to apply where total mileage exceeds 100 miles.

## ARTICLE 28.

*Rest.*

Engineers having been on duty fourteen hours shall not be called less than eight hours from time of registering off duty; if on duty sixteen hours, ten hours from time of registering off duty.

*Application of Sixteen Hour Law.*

(a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern.

Example: If the company ties up a crew between terminals for any reason under fourteen hours, continuous time would apply under the schedule for all the time tied up. If tied up between fourteen and sixteen hours will be considered as having been tied up under the application of this sixteen-hour law and eight-hours or ten hours as may be required will be deducted.

"B" If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note: Where the crew is cut out by the company for rest if on duty more

than fourteen but less than sixteen hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period. If on duty sixteen hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

"C" When employes in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of fourteen hours by an engineer and fireman who have been on duty sixteen hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of eight hours, and of the engine crew at the expiration of ten hours.

Note: (Question): "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes."

Note: This decision given by General Managers' Committee, Chicago, in April, 1908, at the first settlement of the question.

"D" Continuous trip will cover the movement straight-away or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

"E" Employes in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit train and engine crews to run through terminals unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes fourteen hours and made 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles; if they make it in three hours they get 30 miles instead of a minimum day.

"F" Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (E) the same as if they had run the train to such terminal.

Example: They have tied up for rest and sleeping in caboose. Another train comes along, take train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have got had they hauled the train in, receiving miles or hours whichever is the greater.



"G" Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

"H" Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours, or paid therefor.

Example: Yardmen cannot be tied up for rest in fourteen hours. Sixteen hours applicable to yardmen only. In other words, if he works sixteen hours he must be relieved to get ten hours rest. If a man goes to work at 7 A. M. and works sixteen hours or up to 11 P. M. ten hours off duty will make it 9 A. M. at which time he can be used on the regular trick and paid for ten hours, or he can be used ten hours from 9 A. M. and paid for ten hours.

#### ARTICLE 29.

##### *Discipline, Appeals and Representation.*

No engineer shall be suspended or discharged, except in serious cases, where fault is apparent beyond reasonable doubt, until he has had a fair and impartial hearing before the proper officials. During such hearing, he may be assisted by an engineer in service on his seniority division. When decision is rendered, if such engineer believes it unjust, he may take up his own case on appeal to the higher authorities, and, if he so desires, may select an engineer in service on the same seniority division to assist him in presenting his case, but such representation shall be of a purely personal character and shall not carry with it the sanction of committee representation. No adjustment made by the company in such cases shall be construed or cited as precedent in any case presented by the engineers' committee.

"A" If an engineer does not handle his own case as above specified, the regularly constituted committee of the Brotherhood of Locomotive Engineers can appeal through the proper officials to the highest authority; hearing in all cases to be given and decision rendered promptly as possible.

"B" If an engineer is suspended or discharged, and is proven to have been innocent of the offense charged, he shall be reinstated and paid for time lost.

"C" The Brotherhood of Locomotive Engineers' Committee will represent all engineers in matters pertaining to rates, rules of seniority and general grievances covered by this agreement.

#### ARTICLE 30.

##### *Duration of Agreement.*

"A" Upon the signing of this agreement, all previous schedules and rules shall be void.

"B" This agreement shall be in effect from April 1st, 1910, and until thirty days notice shall have been given by either party to change or terminate the same or any part thereof.

"C" The terms and provisions of the above and foregoing agreement are accepted and agreed to by the undersigned.

C. S. SIMS,  
*General Manager.*

**ENGINEERS, DELAWARE, LACKAWANNA & WESTERN RAILROAD.**

[Agreement of Dec. 1, 1906, was printed in annual report for 1907, p. 489.]

*Rules and Rates of Pay for Engineers. Effective July 1, 1910.***RATES OF PAY.****PASSENGER SERVICE.**

	Amount per day.	Cents per mile.
1000 class engines .....	\$4.10	4.10
Other engines .....	4.00	4.00
Milk trains, all engines.....	4.10	4.10
Suburban service, all engines.....	4.20	4.20

In passenger service additional pay for one mile will be allowed for backing a train or part of train to or from Hoboken train shed and yard. At other points for distances between one-half mile and one mile, one mile will be allowed. Where the distance exceeds one mile, actual mileage will be allowed.

**FREIGHT SERVICE, ETC.***Through Freight.*

New 300, 700 and 800 class engines.....	4.80	4.80
New 500 class engines .....	4.65	4.65
All other engines .....	4.50	4.50

*Way Freight and Pickup.*

New 300, 500, 700 and 800 class engines.....	4.90	4.90
All other engines .....	4.75	4.75

*Hill, Roustabout, Work and Wreck Service.*

New 151, 169, 184, 300, 500, 700 and 800 class engines.....	4.65	4.65
Other engines .....	4.50	4.50

*Switching Service.*

151 and 184 class engines.....	4.50	4.50
All other engines .....	4.00	4.00

*Time Commences and Ceases.*

Time of Engineers in Road Service will commence thirty minutes before engine leaves engine house or designated track; except that in Suburban Passenger Service this applies to initial trip only. Time ceases when engine is delivered at point designated by the Company.

*Definitions.*

Drill Service is defined as an engine working within yard limits at one point.

Roustabout Drill Service is defined as an engine working between two or more stations.

## RULES.

*Guaranteed Mileage Per Hour.*

Article 1.—(a) A guarantee of ten miles per hour is made in all classes of service, and ten hours or less, one hundred miles or less, constitute a day's work.

(b) Where hours exceed miles, hours will be paid; where miles exceed hours, miles will be paid.

*Overtime.*

(c) Overtime to be computed after ten hours' service for the actual number of minutes on duty thereafter, one mile being allowed for each six minutes.

(d) In computing overtime of engineers in Suburban Passenger Service only the aggregate time on duty (including time consumed between engine house or designated track and passenger station, at the beginning and end of the trip, with thirty minutes' additional preparatory time on initial trip) will be considered. Time between trips not to be counted.

*Switching Service.*

(e) Switch engineers will enter upon duty and be relieved at the ashpit or other suitable places which will be designated.

(f) Pay of Switch Engineers shall continue until they reach point at which they start to work unless they are relieved during meal hour by Hostlers.

(g) Engineers in switching service will be allowed one hour for meals, between the fifth and seventh hour from time of commencing work. If thirty minutes of meal hour is worked, pay for one extra hour will be allowed and thirty minutes will be given for lunch.

*Allowance When Called and Not Used.*

Article 2.—Engineers called and not used will be allowed fifty miles and stand first out. If any mileage is made (as moving engine across table or from designated track) one hundred miles will be allowed. Rates to apply to class of service they are in.

*Roustabout, Mine and Transfer Service.*

Article 3.—All runs and engines now classed as Roustabout will remain as at present, including Mine Service in Kingston territory and on Winton Branch and Transfer Service between Hoboken and Cecaucus to receive Roustabout pay.

*Allowance When Held Away from Home Terminal.*

Article 4.—When Engineers are held away from their home terminal for an engine or train they will be allowed twenty-five miles for each six hours or fraction thereof so held after the expiration of eighteen hours.

*Calling Men.*

Article 5.—(a) Where callers are employed, engineers who live within a distance of one mile will be called as nearly as possible two hours before leaving time of their train, and the engineer called will sign his name and time at which he was called. This will not apply to engineers assigned to

regular passenger trains, nor will it apply to engineers assigned to regular freight trains between the hours of 7:00 A. M. and 7:00 P. M.

(b) Regularly assigned engineers will not be disciplined or lose their runs if absent from their calling place, when called for extra duty.

(c) Engineers on extra list absent when called will be placed at bottom of list.

(d) Engineers shall not be called at a point away from their home terminal to avoid penalty, and held for train or crew.

#### *Doubling Hills and Extra Mileage.*

Article 6.—(a) Engineers in Road Service required to double hills will be allowed actual mileage at the rate per mile paid on that train.

(b) Extra mileage on main tracks, made in emergency or under orders, will be allowed.

Note.—Doubling hills or extra mileage made on main track is understood to apply to runs between terminals.

#### *Court Duty.*

Article 7.—(a) Engineers acting as witnesses or attending court under instructions of an official of the Company will be allowed the same amount they would receive on their runs, and actual expenses.

#### *Time Lost Attending Investigations.*

(b) Engineers will be paid for any time actually lost while attending investigations, if they are exonerated.

#### *Pilots.*

(c) Engineers used as pilots will be paid full mileage rates according to class of service in which they are regularly employed.

#### *Runs Comprising Different Classes of Service.*

Article 8.—(a) Runs comprising both passenger and freight, or freight and milk, will be paid for on freight basis.

(b) When a day's work consists of more than one class of service, the highest rate for the different classes will be paid for the day.

#### *Deadheading.*

Article 9.—Engineers deadheading under orders will be allowed half-time in their class, but when running with an engine or engine and caboose, full freight rate will be allowed according to class of engine.

#### *Errors in Time Slips.*

Article 10.—When service on time slip is not allowed, time slip will be returned to the engineer making it, with reason given for not allowing it.

#### *Advertising Vacancies.*

Article 11.—(a) New runs and permanent vacancies will be advertised on all bulletin boards of the division on which the run or vacancy occurs, within a period of five days. The senior engineer making application

within ten days from date of bulletin, will be assigned if qualified; if not qualified, he will be given an opportunity to do so. All new and unassigned engines to be given to the senior engineer applying.

#### *Learning the Road.*

(b) When engineers are ordered to learn new territory, four hundred miles will be allowed at the rate applying. If freight engineers are required to qualify for passenger service on any part of the road with which they are familiar, two hundred miles at passenger rates will be allowed.

#### *Temporary Vacancies.*

(c) Temporary vacancies of fifteen days or more in any class of service, will be filled by the senior engineer applying; less than fifteen days, by the first engineer out.

(d) Engineers absent by permission from proper authority for any cause will, when returning, have the right to displace any junior engineer, if the run has been bid in during his absence.

#### *Additional Service.*

Article 12.—(a) Engineers holding runs or engines making one hundred miles, more or less, will not be used or required to perform additional service only in case of emergency.

(b) When called upon to perform such additional service it will be regarded as having commenced a new run or day and will be paid accordingly.

#### *Terminal Delays.*

Article 13.—Engineers in Freight or Passenger Service detained forty-five minutes after arrival at end of run, will be paid for one hour in excess of mileage; if detained longer than one hour, one mile will be allowed for each six minutes thereafter. This does not apply to engineers paid under overtime rule.

#### *Reductions in Force.*

Article 14.—(a) When engineers do not make twenty-six hundred miles per month in extra freight service, the most recently employed or promoted will be set back to firemen or on the extra list. They shall also hold their rank respectively when business revives and additional engineers are required.

(b) Engineers set back firing owing to depression in business shall be placed as soon as possible on runs to which their seniority as firemen entitle them. Their records in the latter case shall be included as engineers, but while filling the duties as firemen shall not be permitted to bid in positions as engineers.

#### *Choice of Runs*

Article 15.—(a) In the choice of runs on any division the engineer will have preference who has been longest in service on that division as engineer, provided he is considered competent by Superintendent and Master Mechanic.

(b) No engineer to be considered incompetent without a fair and impartial trial.

(c) The senior engineer will be given an opportunity to qualify for extra passenger service.

*Transfer Between Divisions.*

Article 16.—In case of a shortage of engineers on one part of the road and a surplus on the other, the younger engineers will be transferred unless the older men claim the right to go. It is understood that when men are transferred under this article they are to be returned to their home terminal as soon as business will permit, unless they desire to remain, in which case they will be allowed to resign their positions on the part of the road from which they were transferred and remain on that part of the road to which transferred, and have their seniority rights date from the first trip made on the division to which transferred, and lose their rank on the division from which transferred. An engineer going from one division to another at his own request will be considered as a new man on the division to which he goes and will lose his rank on the division which he leaves.

*Pool Service.*

Article 17.—(a) All assigned engineers in pool service will be run first in, first out, in their respective class on their divisions.

*Extra List.*

(b) Engineers on the extra list will be run first in, first out, in their respective class.

*Engines Held for Repairs.*

(c) When an engine in extra freight service is held up for light repairs, or used on a regular run, the assigned engineer will be furnished with an engine to go out on his turn, or he may wait for his engine if he so desires.

(d) When an assigned engine is shopped, the engineer will be furnished with an engine. When engine returns from shop it will be given to engineer that shopped engine, if he so desires, providing his seniority will allow him to run in assigned extra freight service.

*Hours for Rest.*

Article 18.—In order to give sufficient time for rest, engineers will not be called upon to go out sooner than eight hours, but will be given more rest if they request it, if conditions permit; the engineers to be the judge when they require rest. Men who are unable from any cause to perform service must send notice in ample time to make other provisions and to avoid being called.

*Work on Engines Not Required.*

Article 19.—No Engineer will be required to pack driving boxes, engine truck or tender truck boxes, pistons and valve stems, steam fittings or air pumps, when facilities exist for this service by shop men. Grease cups will be filled and tightened down by shop force. Wedges will be adjusted when reported. All lights are to be cleaned and cared for and ready for service.

Article 20.—All trains will be made up, engines will be supplied with coal, water and sand and placed on track designated by the Company, and engine shall be placed on ashpit or track designated for this purpose by the engineer on the completion of his trip.

*Investigations and Suspensions.*

Article 21.—(a) No engineer will be suspended or dismissed for any alleged offense without a fair and impartial hearing before the proper officers within seven days, if practicable, from the time the offense is committed. If he so desires, he may choose a representative of the same occupation, in the employ of the Company to assist him in presenting his case, such representation shall not be committee representation, nor be construed or cited as a precedent in any case presented by the Engineers' Committee.

(b) If an engineer does not handle his own case as above specified the regularly constituted Locomotive Engineers' Committee may present case to proper official and can appeal to highest authority, hearing in all cases to be given and decision rendered as promptly as possible.

(c) Investigations will be held by Superintendents, Master Mechanics, and other proper officials.

(d) If an engineer is suspended and later found innocent, he will receive pay for the time lost.

(e) If an engineer is required to perform service during a period of suspension, the balance of his suspension will be eliminated.

(f) The Engineers' Committee, or as is generally known, the General Committee of Adjustment of Engineers, will represent all engineers in matters pertaining to rates and rules of seniority and general grievances covered by their agreement.

(g) A committee of Engineers desiring to present grievances, or to be present at investigations before the proper officials will be granted a leave of absence upon application.

*Protection Against Weather.*

Article 22.—Suitable protection against the weather will be placed on all engines during the winter months. A cooler will be furnished from May 1st to October 1st.

*Employment for Disabled Men.*

Article 23.—It is the policy of the Management to find employment if possible for disabled employes, when they can perform work that does not endanger public safety or the Company's property.

*Service Certificates.*

Article 24.—All engineers who have been in the employ of the Company ninety days, upon leaving the service or being relieved will be given a service card stating the time of service, capacity in which employed, cause of leaving service; the same to be approved and stamped by the proper officer.

*Flagging and Throwing Switches.*

Article 25.—As a general rule engineers will be exempt from throwing switches or flagging except in case of emergency or unusual conditions of necessity, where there is no other provision.

*Seniority.*

Article 26.—Seniority rights and privileges of engineers will remain the same as heretofore.

*Home Terminal.*

Article 27.—As a rule engineers in freight service will not be turned more than one time away from their home terminal.

*Blackboards.*

Article 28.—A blackboard shall be established in all engine houses where extra men are assigned.

*Promotion to Official Positions.*

Article 29.—Engineers accepting promotion to official positions with this Company may retain their seniority rights.

*Displacing Men.*

Article 30.—(a) When an engineer on a regularly assigned run is displaced, or his run taken off, or his home terminal changed, or he is displaced by another engineer, he can displace any junior engineer, whether assigned or extra, within fifteen days. Should he displace an engineer on extra run and that run is taken off, he cannot displace an assigned engineer, but will hold his rights in extra service.

(b) When the home terminal of any train or run is changed, the run will be declared vacant and advertised.

Article 31.—A change of five hours or more in the schedule time of any run or switch engine will be considered as having changed the conditions sufficiently to warrant the engineer in displacing a junior engineer who may be holding a more desirable switch engine assignment or run if properly qualified. The job will also be declared vacant and advertised.

*Promotions.*

Article 32.—(a) The date of promotion of firemen to engineers and the date of employment of engineers to be considered from the time the business of the road demands their service as engineers.

(b) If the senior fireman is on leave of absence, on road, or sick, and a junior qualified fireman is promoted and used in actual service out of his turn, whatever standing the junior fireman so used establishes shall go to the credit of the senior eligible fireman. As soon as the senior fireman is available, he will displace the junior fireman, who shall drop back into whatever place he would have held had the senior fireman been available and the junior fireman not used. The selection to be governed by seniority.

(c) If a fireman fails to pass the first examination, and passes at a later date, he drops behind all firemen who have passed in previous classes. For every two firemen promoted, one engineer will be hired.

(d) Employed engineers having passed all examinations take each third place; selection to be based on the date of mechanical examination.

*Right of Appeal.*

Article 33.—The Management accords to its engineers the right to appeal to its highest officer.



## APPLICATION OF HOURS OF SERVICE LAW.

(a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of 14 hours on duty under the Federal Law or within 2 hours of the time limit provided by State Laws, if State Laws govern.

Example: If the Company ties up a crew between terminals for any reason under 14 hours continuous time would apply under the schedule for all the time tied up. If tied up between 14 hours and 16 hours, will be considered as having been tied up under the application of this 16-hour law and 8 hours or 10 hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

NOTE.—Where the crew is cut out by the railroad for rest if on duty more than 14, but less than 16 hours, the 8-hour rest period governs and pay begins at the expiration of the 8-hour period. If on duty 16 hours and tied up for rest the 10-hour period governs and pay will be resumed at the end of the 10-hour period.

(c) When employees in train service are tied up between terminals under the law they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take 10 hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

NOTE.—Question: "If a part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes."

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making for when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit engine crews to run through terminals unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and make 140 miles. They are 25 miles from the terminal they are making for at the time they were tied up. At the end of 8 hours their rest period is up and they

proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in 3 hours they get 30 miles instead of a minimum day.

(f) Employees in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

Example: They have tied up for rest and are sleeping in caboose or on engine. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yard engine crews required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work 10 hours or paid therefor.

Example: Yard engine crews cannot be tied up for rest in 14 hours. 16 hours applicable to yard engine crews only. In other words, if a man works 16 hours he must be relieved to get 10 hours' rest.

If a man goes to work at 7.00 A. M. and works 16 hours or up to 11.00 P. M., 10 hours off duty will make it 9.00 A. M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used 10 hours from 9.00 A. M. and paid for 10 hours.

#### ENGINEERS, ERIE RAILROAD.

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 492.]

*Rates of pay and rules for engincers. Effective April 15, 1910.*

#### RATES OF PAY FOR ENGINEERS.

##### CLASS OF SERVICE.

	Cents Per Mile.
Passenger, Through and Local:	
K-1 Engines .....	3.90
Other Engines .....	3.85
Suburban .....	3.95
Freight, Through and Pick-up:	
Engines 150,000 lbs. or more on Drivers.....	4.50
Engines less than 150,000 lbs. on Drivers.....	4.20
Work, Wreck and Construction; and Coal Mine Service on Wyoming Division:	
Engines 150,000 lbs. or more on Drivers.....	4.20
Engines less than 150,000 lbs. on Drivers.....	4.00
Pusher and Helper:	
Engines 150,000 lbs. or more on Drivers.....	4.25
Engines less than 150,000 lbs. on Drivers.....	4.00
	Per Day.
Angus type .....	\$8.00
On Angus type engines overtime will be paid after 12 hours.	

	Cents Per Mile.
Way Freight .....	4.30
Engines 150,000 lbs or more on Drivers.....	4.50

NOTE.—Class G-12 engines will be classed with engines weighing 150,000 lbs. or more on drivers.

	Cents Per Hour.
Yard Service:	
All Engines .....	37
Chicago and Hammond.....	39½

SUPPLEMENT, EFFECTIVE DECEMBER 1, 1910, TO ISSUE OF RATES OF PAY AND RULES FOR ENGINEERS, DATED APRIL 15, 1910.

CLASS OF SERVICE.

	Cents Per Mile.
Passenger Service, Through and Local:	
K-1 Class Engines .....	4.10
Other Engines .....	4.00

NOTE.—When Class H-20, H-21 or H-22 engines are used in passenger service, freight rates will be paid.

	Cents Per Mile.
Suburban Passenger .....	4.15
Freight Service:	
Through, Pick-up, Way Freight, Ballast, Snow Plow and Wreck:	
Class M-1 Engines .....	5.50
Other engines weighing 150,000 lbs. or more on drivers.....	4.70
Engines weighing less than 150,000 lbs. on drivers.....	4.55
Work Trains:	
Engines weighing 150,000 lbs. or more on drivers.....	4.50
Engines weighing less than 150,000 lbs. on drivers.....	4.30
Coal Mine (Wyoming Division):	
Engines weighing 150,000 lbs. or more on drivers.....	4.50
Engines weighing less than 150,000 lbs. on drivers.....	4.30
Pusher and Helper:	
Engines weighing 150,000 lbs. or more on drivers.....	4.50
Engines weighing less than 150,000 lbs. on drivers.....	4.30

NOTE.—When pushers or helpers are used for a distance of 16 miles or more, freight rates will be paid. This not to apply to pushers or helpers on Wyoming Division, except when pushers are sent from Wimmers or Saco to Hawley.

Class G-12 and G-16 engines will be classed with engines weighing 150,000 lbs. on drivers.

	Per Day.
Angus Type Pushers.....	\$6.00
Ten hours to constitute a day, overtime pro rata rate.	

	Cents Per Hour.
Yard Service, Chicago and Hammond:	
All Engines .....	40½

	Cents Per Hour.	
Other Yards:		
Engines weighing 150,000 lbs. or more on drivers, including Classes		
G-12, G-16 and B-5 Engines .....	40½	
Other Engines .....	39	
		Per Day.
Engineers handling Passenger Engines between 51st and Polk Streets .....		\$3.25
Overtime after 12 hours pro rata rates.		
NOTE.—These positions will be subject to Rule 23, Engineers' Agreement.		

## GENERAL RULES.

1. (a) Ten hours or less, one hundred miles or less, will constitute a day in all classes of service (except on Angus type pushing or helping engines), subject to the following:

(b) In passenger service actual time-table mileage will be allowed. Runs will be arranged to suit the service. On runs that cannot be scheduled so that engineers can make one hundred miles or more, a minimum of one hundred miles will be allowed.

(c) Actual time-table mileage will be allowed for freight runs of one hundred miles or over, it being understood that a succession of short runs will in all cases be considered as continuous service.

(d) For fractional miles, one-half or more will be counted as one mile; less than one-half will not be counted.

(e) The basis of computation will be the number of miles run or the number of hours worked, but the hours worked and miles run will not be counted together, except for wrecking, work or construction service; actual mileage going to and returning from wreck or point where construction or work service is performed will be paid, and one mile for each six minutes time consumed at point of such wreck, work or construction service.

2. (a) Overtime will be paid pro rata. In computing overtime one mile will be allowed for each six minutes.

(b) In suburban service, overtime as per rule will be allowed when the train is detained after its scheduled arriving time on the last trip. Overtime in suburban service will also be allowed as per rule on any runs so scheduled that the engineer is required to be absent from the starting terminal over fourteen hours.

3. Actual miles will be allowed for handling engine to and from designated receiving and delivery tracks on runs of one hundred miles or more.

4. Time of engineers in through, pick-up and way freight service will begin thirty minutes before time they are called to leave the yard. In all other road service, except passenger, when engineers are required to register at engine house more than one hour before time called to leave the yard, such excess time will be paid under the overtime rule.

Time will end when relieved from care of engine on designated track at terminal after inspection of engine, for which purpose not to exceed ten minutes will be allowed; this applies to all engineers who are on overtime.

5. When engineers are called and not needed, if not held more than five hours they will be allowed fifty miles and stand first out. When held more

than five hours, they will receive one hundred miles and stand last out at that terminal. In case the engineer is held on duty and assigned to another train the time allowance will be computed from the time first called.

6. Engineers will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the Company. If no time is lost they will be paid one hundred miles, or one day, for each calendar day at small engine rate and necessary expenses will be paid while away from home.

7. In suburban service engineers will be paid one mile for each six minutes above thirty minutes' service required, after arrival at, or before leaving time, at a terminal; time to be computed from time of arrival at station until relieved from care of engine. On runs where constructive mileage is made the amount of such constructive mileage will be deducted from overtime so made.

8. Engineers deadheading upon written order of the proper officer will be allowed full mileage rates on freight train and half mileage rates on passenger train at the small freight engine rate. Men so deadheading will report at once upon their arrival at the designated point to the Engine Dispatcher or proper officer at that place. Engineers headheaded to intermediate points will be under continuous time from time of arrival at such intermediate point until ordered for further service.

9. Engineers required to do wrecking, construction or any other unusual service when upon their regular trips, if detained thereby, will receive one mile for each six minutes of such service; if overtime is made, this time will be deducted therefrom.

10. Extra mileage will be allowed for doubling hills, going for water outside the water limits, or for coal, on a single trip or a combination of single trips, when the actual mileage, including the extra mileage, exceeds one hundred miles.

11. When engineers are held at a point away from their home terminal for an engine or crew, they will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

12. Engineers will not be held between terminals, except under overtime rules.

13. Engineers on passenger trains held away from or unable to reach designated engine receiving track at terminals to exceed thirty minutes after arrival of train shall be paid one mile for each additional six minutes so held. If overtime is made this time will be deducted therefrom.

Designated engine receiving track at all points will be where engineer is relieved from care of engine.

14. Engineers in passenger service required to serve more than fifteen minutes additional time, either before or after regular trip, for the purpose of steam-heating cars or doing switching, shall be paid for such excess time at the rate of one mile for each six minutes. This not to apply to runs paying constructive mileage unless the actual hours exceed the specified allowance.

15. Engineers breaking in engines will be paid freight rates.

16. (a) Engineers changing from passenger to freight service or switch to road service, or vice versa, will be paid the mileage or the hours used in

each class of service, provided that not less than one hundred miles will be allowed for the trip or day's work.

(b) After completing a trip over a division or upon the completion of an assigned day's work, engineers will be allowed not less than one hundred miles if required to perform any extra service other than that ordinarily connected with the train on which they arrive, provided seven hours or more have been consumed by the trip.

(c) Engineers in yard service will be allowed not less than one hundred miles for any road service performed after having consumed seven hours or more in switching service, when such road service requires engineers to remain on duty more than one hour after the expiration of their specified hours of yard service.

17. Yard crews will be allowed one specified hour for noon and midnight meal, being relieved for this purpose between the hours of 11 A. M. and 12:30 P. M. for day crews and between the hours of 11 P. M. and 12:30 A. M. for night crews. If not relieved for meals until the expiration of thirty minutes after the beginning of the specified hour, pay for one extra hour will be allowed and the crew will be allowed thirty minutes for their meals. No crew will continue in service more than seven hours without meals, except crews of transfer engines, who will be allowed their meal immediately on return.

18. An engineer will not be disciplined by record, suspended (except pending investigation) or discharged without a proper investigation, which will be made at the earliest practicable time, during which, if he so desires, he may have present an engineer from his division as a witness to the investigation. He may also have present any actual witness of the offense being investigated, except discharged employees, and if found blameless, will be allowed full pay for time lost.

19. When time is not allowed as per time slip, engineers will be notified in writing at once what change is made and the reason therefor.

20. When freight engineers or extra engineers cannot make 2,500 miles during any one calendar month, the force will be reduced, provided such reduction will not impair the service.

21. At all points where it is necessary that engineers be called, callers will be provided, who will be furnished with call books showing the train the men are called for and leaving time thereof, also blank spaces in which men are to sign their names and note the exact time when they are called. Engineers will be called from their places of residence provided they reside not over one and one-half miles from the calling station, it being understood that engineers assigned to regular passenger runs will not be called at their home terminals between the hours of 8 A. M. and 9 P. M., but will be notified if possible between those hours when their train is one hour or more late.

Local arrangement of marking up boards at Dunmore and Cleveland to remain as at present.

22. The Company reserves the right to rearrange and advertise any regular run when it is considered necessary for the economical operation or betterment of the service.

23. Qualifications being equal, the oldest man shall have the preference of engines and trains. Applicants will be given an opportunity to qualify for a desired position. If a case should occur where, after fair investigation, it

is deemed necessary, in the interest of the company, to place a younger man on a superior train in preference to an older man on the list, a record shall be kept stating why such deviation from this rule was made.

24. (a) Permanent vacancies on all regular runs and positions will be advertised on all bulletin boards for a period of five days and filled by the oldest applicant therefor on the division.

(b) When an engineer is off for a period of six days, such position will be considered temporarily vacant and posted as such on all bulletins until the expiration of ten days from the date first vacant and given to the oldest engineer applying therefor; subject, however, to the return of the regular man. Should an older man be filling a temporary vacancy and be displaced by the return of the regular man, he may take any temporary vacancy being filled by a younger man.

NOTE.—On the Buffalo and Buffalo & Southwestern Divisions the periods specified above shall be two days and five days, instead of six days and ten days.

(c) After a temporary vacancy has existed for a period of six months, such vacancy shall be advertised and assigned to the oldest engineer applying therefor; subject, however, to the return of the regular man.

(d) All temporary vacancies in passenger service to be filled by the oldest available engineer in freight service. All temporary vacancies on regular runs in freight service shall be filled by the oldest man in rounds service. Runs to be considered vacant after one trip. All temporary vacancies in rounds service shall be filled by man first out on extra list. All engines will be considered temporarily vacant for five days. All known vacancies in rounds service for over five days shall be filled by the oldest man on extra list.

NOTE.—Section "d" of Rule 24 will apply to the Meadville and Mahoning Divisions only.

(e) All temporary vacancies on regular runs, Chicago Yard, shall be filled by the oldest available engineer, runs to be considered vacant after one day.

(f) All vacant engines permanently assigned to rounds service will be advertised.

25. All regular runs, including yard engines, will be considered vacant at the spring and fall change of time card. (This not to apply to Erie Division.)

26. When an engineer is assigned to regular rounds service and the engine to which he is assigned is held for general repairs, transferred to another division, or is lost for a period not to exceed thirty days, he may immediately take the engine assigned to the youngest man in the same class of service, with the understanding that he may resume charge of his regular engine in case it is returned to the same class of service in the specified time. If not, he may immediately take the engine assigned to any younger man in the same class of service.

27. Engineers assigned to regular trains will be furnished an engine for making each regular run.

28. Engineers on regular runs will be at liberty on arrival at terminal points; it being understood that when notified on arrival from their run that they may possibly be needed for special service before the regular time for going out, they will not absent themselves from their homes or boarding

places without keeping the Engine Dispatcher advised as to where they can be found. Engineers on their lay-over will not be required to pull freight when extra engineers can be furnished.

29. (a) A bulletin board will be maintained at Engine Dispatcher's office showing extra engineers who will be used first in first out, and record of trains ordered with number of engine, engineer's and fireman's names and leaving time of train.

(b) Regularly assigned engineers will be kept on their respective divisions or territory, except in case of engine failure, washout, or other emergency.

(c) When a run extends over two or more divisions, each of such divisions will be entitled to representation thereon, on the mileage percentage basis.

30. (a) When engineers have been in road service and drop back into switching service, their rights in road service will remain stationary during the period they remain in yard service; provided, however, the rights of road engineers who may be assigned to switching service temporarily, will not be affected by this rule, if they avail themselves of the first opportunity to resume road service. (This not to apply to the Rochester Division.) All switch engineers at present having road rights shall continue to hold same under this agreement.

(b) When a road engineer drops back into switching service, and thereby displaces a yard engineer, for whom there is no available position as engineer in yard service, such yard engineer shall be allowed his seniority rights as shown on roster, same to apply in road service.

31. Engineers absent by permission from proper authority, when returning will have the right to displace younger engineers from runs if such runs have been bid in during their absence.

32. An engineer will not be reinstated after six months' absence, unless absent by proper written authority.

33. When any regularly assigned engineer is called upon to do extra work away from his home terminal, he will be relieved by an extra engineer as soon as practicable.

34. After completing a trip of fourteen hours or more continuous service, engineers will be allowed ten hours rest if desired, except in case of wrecks, washouts or other like emergencies. If more than ten hours rest is required, engineers shall so state when they register in, naming a definite number of hours rest required.

35. At points where air-pumping or air-testing engines are used, engineers who have been disqualified or disabled will be given the first option on these positions, if they are qualified for the work.

36. Engineers in yard service in Buffalo Yard will not hold road rights. Road engineers on the Buffalo and Buffalo & Southwestern Divisions, when incapacitated for road service and competent to perform satisfactory yard work, may drop back into yard service, subject to Rule 30 (a).

37. Engineers running switch engines in Hammond Yard will be subject to the rules that apply to Chicago Yard, with this exception: One yard job will be filled by one engineer from the C. & E. Division: this not to include the road job; second engine in Hammond Yard service will be governed by seniority between Chicago engineers and C. & E. Division engineers. All passenger and transfer runs between Chicago and Hammond will be governed by seniority between C. & E. Division engineers and Chicago engineers. Should



Chicago engineers be transferred to Hammond, seniority will govern in Hammond Yard except as to road rights.

38. Engineers running light engines over a complete division will be furnished with a competent flagman, and when running light engines over a portion of a division will be furnished a flagman when it is practicable to do so. This rule not to apply to the light movement of pusher engines.

Engineers will not be required to haul trains when pushing rotary snow plows in service, nor to operate flangers when hauling high speed passenger trains or when such operation interferes with the safety of their movement.

30. Arrangements will be made, as far as possible, to have the shop forces at terminals place upon and remove from engines all tools, signals, marker equipment, oil cans, etc. At terminals, engineers will not be required to take sand, water or coal, where such work involves unusual delay, nor be required to clean fires or front ends at terminals.

40. At terminals, wedges will be adjusted by the shop force when requested by the engineer. Boiler-head fittings, including air pumps and engine throttles, will be packed, pit inspection will be made, driver boxes, tender boxes and engine truck cellars will be cared for by shop force. Engineers will report all necessary work on arrival at terminals.

41. If he so desires, an engineer leaving the service will be furnished a letter giving his complete service record.

42. A committee of engineers desiring to present any matter to the proper officers of the Company will be granted leave of absence as soon as possible after the application therefor has been made.

43. All questions taken before the officers by the engineers will be answered in writing, if so desired.

44. All differences between this company and its engineers, arising in connection with the application of the terms of this schedule, will be adjusted by the engineers' committee which negotiated same, or its successor.

This agreement will take effect April 15, 1910, will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty (30) days' notice to either party by the other.

J. C. STUART,  
*Vice-President.*

Accepted for the Engineers:

H. A. KELLY,  
*Chairman, General Board of Adjustment.*

#### COMMITTEE.

H. A. KELLY, *General Chairman.*

D. J. MADDEN,

W. H. MCCANNON,

J. L. VAN ORDEN,

A. J. McHALE,

W. S. GRANT,

J. A. NORRIS,

P. J. HANNIFIN,

J. J. McANDREWS,

H. W. PLUMMER,

JOHN GANNAH,

G. E. LOVELACE,

J. F. BRUNER,

A. C. BALDWIN,

ED. KAVANAGH,

JOHN WONDERLY,

GEORGE BODLEY.

## DELIVERY AND RECEIPT OF ENGINES.

	Passenger.	Freight.
Jersey City.....	Ash pit.	Ash pit.
Bergen.....	None.	"
Nyack.....	Ash pit.	"
Newburgh.....	"	"
Port Jervis.....	"	"
Carbondale.....	"	"
Avoca.....	"	"
Dunmore.....	"	"
Susquehanna (N. S. Div.).....	"	"
" (Del. & Jeff.).....	"	"
Binghamton.....	"	"
Elmira.....	"	"
Corning.....	"	"
Hornell.....	Water crane.	Water crane.
Rochester.....	Ash pit.	Ash pit.
Avon.....	"	"
Bradford.....	"	"
Blossburg.....	"	"
Buffalo.....	Depot.	Ash pit & yds.
Salamanca (Mead. Div.).....	Ash pit.	Ash pit.
" (Alle. Div.).....	"	"
Meadville.....	"	"
Niles.....	"	"
Lisbon.....	"	"
New Castle.....	"	"
Ferrona.....	"	"
Youngstown.....	" FD " yard.	"
Brier Hill.....	None.	Shop track.
Haselton.....	Ash pit.	Ash pit.
Cleveland.....	Literary st.	"
Kent.....	Depot.	"
Galion.....	Ash pit.	"
Marion.....	"	"
Dayton.....	Second st.	Second st.
Huntington.....	Ash pit.	Ash pit.
Chicago.....	Depot.	"

Norm.— At Youngstown the engines on trains 72 and 38 will be received and delivered at " FD " yard.

## ENGINEERS, LAKE SHORE &amp; MICHIGAN SOUTHERN RAILWAY.

[Agreement of March 10, 1907, was printed in annual report for 1907, p. 498.]

*Revised schedule of rates of pay of enginemen. Effective June 1, 1910.*

	Per 100 miles.
1. <i>Passenger Service:</i>	
On all engines.....	\$4.15
2. <i>Through Freight, Wreck and Pushing Service:</i>	
On engines having cylinders 20 inches or greater in diameter....	\$4.85
On all other engines.....	4.75
3. <i>Local Freight Service:</i>	
Main Line & Franklin Division, on all engines.....	4.85
All other Divisions, on all engines.....	4.65
4. <i>Switching Service:</i>	Per hour.
Chicago territory, including Indiana Harbor.....	\$0.41
Elkhart, Toledo, Cleveland, Ashtabula, Sharon, Youngstown, Erie,	
Buffalo, La Porte, South Bend, Sandusky and Detroit territories.	.40½
All other points .....	.38½

5. *Work Train Service:* Per day.  
 Ten hours to constitute a day..... \$4.60  
 Overtime pro rata.

6. *Light Engine Service:*  
 Enginemen running engines over the road light will be paid lower through freight rate.

7. *Overtime:* Per hour.  
 Passenger, after 10 hours @..... \$0.42  
 Exception: Chicago Suburban service, overtime will begin after 12 hours continuous service (that is, lay-overs between assigned trips for a day shall not be deducted).

Through Freight, Wreck and Pushing Service, on basis of ten miles per hour:

On engines having cylinders 20 inches or greater in diameter @.. .48½  
 On all other engines @..... .47½

Local Freight, on a basis of ten miles per hour:

Main Line & Franklin Division..... .48½  
 All other Divisions ..... .46½

8. *Dead-heading:*

Enginemen when deadheading by proper orders shall receive half pay for such deadhead trip (except when deadheading on freight trains when they shall receive full pay, hours or mileage) and when they do not get out of terminal within six hours after arrival on such deadhead trip and have done no other work on the calendar day on which deadhead trip is made, shall receive one day's pay at proper rate.

Enginemen called to deadhead on freight trains shall be notified of the time at which they are to report and shall be considered on duty from such time.

When a regularly assigned engine is taken from an engineman, when practicable another engine shall be furnished. If such regularly assigned engine is taken from an engineman at a foreign terminal and another engine cannot be furnished in a reasonable time, the engineman shall be deadheaded to home terminal with pay.

When enginemen who are assigned to regular runs or engines are taken off such runs or engines to make an extra trip to a foreign terminal and are not required for service on a return trip within a reasonable time, they shall be deadheaded with pay to home terminal to protect their regular run or engine.

When regularly assigned extra passenger men make a trip to a foreign terminal and are not required for return trip within a reasonable time they shall be deadheaded with pay, according to first paragraph of this Article, to the home terminal.

9. *Rates for Other Than Locomotive Service:*

When enginemen are called into any other than locomotive service, the rate of pay per hour will not be less than that of the service to which they are assigned.

Enginemen not regularly assigned will be paid in proportion to their ability or efficiency as mechanics while at work in the shop or enginehouse.

**10. Passenger Mileage Allowance:**

In passenger service, actual length of run only will be paid for, except for those less than 100 miles, which will be rated as 100 miles. For round trip on the Buffalo, Erie and Oil City Divisions the pay for a round trip will be \$8.30.

On all other divisions the round trip will be paid for at the rates named above for the actual distance, excepting that where less than 100 miles are run, that distance will be paid for.

For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

**11. Freight Mileage Allowance:**

100 miles will be allowed for all runs of that distance or less. Where runs are over 100 miles, the actual length of the run will be paid for. On the Buffalo, Erie, Oil City and Western Divisions, one round trip will entitle the engineman making it to two hundred miles distance allowance. On all other branch divisions the computation of mileage for round trip to be actual distance run, but no round trip to be rated at less than 100 miles. For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

**12. Fractional Parts of a Day in Switching Service:**

Enginemen employed in switching service at all points when called for duty, and five hours or fractional part are worked, one-half day will be allowed; all in excess of five hours and less than ten hours, one full day, but no compensation will be allowed for any subsequent service within the limit of the day, unless the aggregate compensation for the day exceeds the amount allowed.

**13. Fractional Parts of an Hour:**

In computing overtime in all services 30 minutes or excess will be considered as one hour. Less than 30 minutes, no compensation will be allowed.

**14. Computing Time:**

Enginemen's time in passenger, freight and single crewed yard service to be counted from forty-five minutes prior to leaving time of train ordered for or are ordered to commence work in yard service, provided they report one hour previous to the time of train or yard job ordered for, and until engine is given up on track at terminal designated for such purpose.

Time of enginemen when called for service and not wanted to be counted from time of reporting for duty until relieved from duty, with a minimum of three hours.

**15. Suspended or Discharged:**

Men suspended or discharged will be given a fair and impartial hearing within a reasonable time, and if found blameless, will be paid such wages as they would have earned during the time of suspension or discharge, the

right being granted to select other men in the same class of service to assist in their defense.

Men deadheaded over the road by order of an official of the railway company to attend investigations will be paid regular deadhead rates, where they are not found at fault, and provided other compensation is not allowed.

**16. Register Books:**

Enginehouses at the principal terminals to be provided with register books and enginemen to register therein, name, time of calling and time for train called, and, on arrival, to register name and time of giving up engine on track designated for that purpose. Callers to have register books and register therein names of men, time of calling and train and time thereof for which men are called. Time of calling to depend on distance men are from engine-house.

**17. Notification of Time Not Allowed:**

Enginemen will be notified in writing when time is not allowed as per trip report, and reasons stated.

**18. Enginemen Learning the Road:**

When enginemen are transferred to the pool or transferred from one division to another, they will, if necessary to make round trip to learn the road, be paid for same.

**19. Application of Sixteen Hour Law:**

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up, unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws if State Laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the provisions of this pay schedule.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without engine, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with the law, shall be permitted to resume work when the lawful rest is up, and to work 10 hours or be paid for 10 hours.

#### GENERAL RULES.

##### 1. *Seniority:*

In placing enginemen in line for promotion, enginemen promoted from firemen will be placed on seniority list from time or date of promotion as engineman, promotion to be understood as the date appearing upon the record in the office of the Master Mechanic, of the promotion of a fireman to an engineman.

##### 2. *Promotions:*

When there are promotions in the service, seniority will govern if capacity is equal.

##### 3. *Re-employed Enginemen:*

The re-employed men will take position behind the youngest engineman in service in which he is re-employed, and should reduction reach him, instead of being dismissed from the service, he will be retained as an engineman holding the last job in that service in which he was re-employed. His position on the seniority list will be behind the last engineman on the list and in considering further promotion he will follow this engineman. This rule will not be retroactive, and the position of men as now established will not be disturbed, but should reduction in the force reach them, they will be treated as above. All men re-employed in future will be placed in accordance with above.

##### 4. *Extra Service:*

Extra passenger, freight and switching enginemen will run first in and first out in their respective service, seniority to govern in promotion only.

##### 5. *Enginemen Assigned to Regular Runs:*

(a) All scheduled freight runs, locals, pick-ups and way-freight runs will be bulletined for choice when there is a change in the time card or when there is a promotion or reduction in the service which will necessarily displace enginemen assigned to these runs.

(b) Enginemen now assigned to outpost jobs will continue on these jobs until their seniority standing entitles them to further advancement or a reduction in force would bring their standing to the extra list; they will then be promoted or reduced in accordance with their seniority standing. When vacancies occur on these jobs they will hereafter be bulletined for choice every four years, the oldest engineman choosing the run to be assigned to it for a period of four years. It is understood that the only outpost jobs east of Toledo are at Dunkirk and Erie yards, however, outpost jobs may be created by bulletin notice whenever considered necessary by the Master Mechanic.

(c) Enginemen will be assigned to work train service by the Master Mechanic in accordance with local conditions as heretofore.

**6. Enginemen in Through Freight Service Will be Run in Pool System:**

Separate pools will be maintained on each division and an extra list on such divisions or at such points as may be deemed necessary. The men will be run first in and first out under all circumstances except in case of an accident.

As far as possible, the pool is to be kept equalized at each end of the division, and yard men will not be called for road service to avoid deadheading men, causing men to be bunched and lay over at an unnecessary expense to them.

**7. Manning of Engines:**

Engines in yard service at Buffalo, West Seneca, Dunkirk and Erie and Buffalo Division locals and work trains shall be manned by former Buffalo Division men. Engines in yard service in J. & F. and Erie Division yards, also, on all Erie and J. & F. Division local and work trains (the term local trains meaning passenger as well as freight) shall be manned by former Erie and J. & F. Division men.

**8. Turn-Around Runs:**

Yardmasters when ordering engines for freight trains shall notify engine dispatcher whether for through or turn-around runs. Enginemen shall not be required to take more than one turn-around when there are available men.

**9. New Runs or Changes of Time Card:**

When there are new runs created or a change in time card in regular passenger service, these runs will be bulletined and the senior enginemen will be given the preference and choice.

**10. Time to Eat:**

Enginemen will be allowed time to eat between the hours of eleven and one o'clock in all yard service.

**11. Pilots for Enginemen:**

When necessary to have pilots for enginemen enginemen will be furnished whenever it is possible to do so.

**12. Backing of Engines:**

The practice of backing up freight engines in road service will be reduced to a minimum.

**13. Care of Headlights:**

Headlights on all road engines, single-crewed switch engines and work train engines will be cleaned by roundhouse force when such engines lay up at terminals.

**14. Care of Oil Cans:**

Oil cans will be taken off all road engines at all principal terminals by round house force.

All rules inconsistent with the above are hereby abrogated.

D. R. MACBAIN,

*Superintendent Motive Power.*

J. J. BERNET,

*General Superintendent.*

Approved:

D. C. MOON,

*General Manager.*

**ENGINEERS, LEHIGH VALLEY RAILROAD.**

*Schedule of pay, rules and regulations for the government of Engineers.  
Effective January 1, 1910.*

**PASSENGER SERVICE.**

1. Easton to Jersey City and return, \$5.40. Overtime after fourteen (14) hours.
2. Easton to Sayre, or vice versa, \$7.50.
3. Sayre to Suspension Bridge, or vice versa, (via Seneca Lake Line), \$7.30.
4. Sayre to Suspension Bridge, or vice versa, (via Ithaca Branch), \$7.40.
5. Sayre to Buffalo, or vice versa, (via Seneca Lake Line), and return to East Buffalo Enginehouse, \$6.75.
6. Sayre to Buffalo, or vice versa, (via Ithaca Branch), and return to East Buffalo Enginehouse, \$7.00.
7. Buffalo to Ithaca, or vice versa, J-55 class engines or heavier, \$5.55; all other engines, \$5.40.
8. Trains 29 and 30 between Pittston Junction and Easton, \$9.00 per round trip.
9. Passenger helping engines between Wilkes-Barre and Lehighton, passenger rates to apply. When helping freight trains, freight rates to apply.
10. In passenger service, \$3.75 for J-55 class engines or heavier; for all other engines, \$3.65. 100 miles or less, 10 hours or less, 1 day. 50 miles or less, 5 hours or less,  $\frac{1}{2}$  day. This to apply to all runs not specified above.

**FREIGHT AND OTHER THAN PASSENGER SERVICE.**

11. Lehighton to Jersey City, or vice versa;
 

M-31 class engines or heavier.....	\$5.10
J-55 or I-1 class engines.....	4.80
All other engines .....	4.50
Overtime after twelve (12) hours.	
12. Lehighton to Oak Island, or vice versa;
 

M-31 class engines or heavier.....	\$4.80
J-55 or I-1 class engines.....	4.50
All other engines .....	4.30
Overtime after eleven (11) hours.	
13. Lehighton to Perth Amboy, or vice versa;
 

M-31 class engines or heavier.....	\$4.50
J-55 or I-1 class engines.....	4.25
All other engines .....	4.00
Overtime after ten (10) hours.	
14. Easton to Perth Amboy and return;
 

M-31 class engines or heavier.....	\$5.00
J-55 or I-1 class engines.....	4.70
All other engines .....	4.50
Overtime after twelve (12) hours.	



## 15. Easton to Oak Island, or vice versa;

M-31 class engines or heavier..... \$3.85

J-55 class engines ..... 3.75

All other engines ..... 3.85

Overtime after ten (10) hours.

## 16. Leighton to Easton or Phillipsburg and return, or vice versa;

M-31 class engines or heavier..... \$4.15

J-55 class engines ..... 3.85

All other engines ..... 3.75

Overtime after ten (10) hours.

17. Leader or helper engines from Coxton to Leighton or Mahoning and return, or vice versa, \$6.15 per round trip; when returned via Main Line, \$6.60 per round trip. Overtime after fifteen (15) hours.

18. Leader or helper engines from Wilkes-Barre to Leighton or Mahoning and return, or vice versa, \$6.15 per round trip; when returned via Mt. Cut-Off, \$6.60 per round trip. Overtime after fifteen (15) hours.

19. Leader or helper engines, Coxton or Wilkes-Barre to Penn Haven Junction and return, \$4.50 per round trip. Overtime after ten (10) hours.

20. Leader or helper service between Coxton and Glen Summit, \$4.50 per day; two round trips constitute a day. Overtime after ten (10) hours.

## 21. Freight helper service between Leighton and Gracedale;

M-31 class engines or heavier..... \$4.00

J-55 class and all other engines..... 3.75

100 miles or less, 10 hours or less, 1 day.

## 22. Sayre to Coxton, or vice versa;

M-31 class engines or heavier ..... \$3.85

J-55 or I-1 class engines ..... 3.80

All other engines . . . . . 3.75

Overtime after ten (10) hours.

## 23. Sayre to Manchester, or vice versa;

M-31 class engines or heavier ..... \$3.85

J-55 or I-1 class engines ..... 3.80

All other engines . . . . . 3.75

Overtime after ten (10) hours.

## 24. Manchester to East Buffalo, or vice versa;

M-31 class engines or heavier ..... \$3.85

J-55 or I-1 class engines ..... 3.80

All other engines . . . . . 3.75

Overtime after ten (10) hours.

## 25. Manchester to Suspension Bridge, or vice versa;

M-31 class engines or heavier ..... \$4.50

J-55 or I-1 class engines ..... 4.25

All other engines . . . . . 4.00

Overtime after ten (10) hours.

## 26. Manchester to Tift Farm, or vice versa;

M-31 class engines or heavier ..... \$4.10

J-55 or I-1 class engines ..... 3.90

All other engines . . . . . 3.80

Overtime after ten (10) hours.

27. East Buffalo to Manchester via Tift Farm, or vice versa;
 

M-31 class engines or heavier .....	\$4.50
J-55 or I-1 class engines .....	4.25
All other engines .....	4.00

 Overtime after ten (10) hours.
28. Sayre to East Buffalo, or vice versa;
 

M-31 class engines or heavier .....	\$7.50
J-55 or I-1 class engines or heavied .....	7.15
All other engines .....	6.85

 Overtime after seventeen (17) hours.
29. Sayre to Tift Farm, or vice versa;
 

M-31 class engines or heavier .....	\$7.90
J-55 or I-1 class engines .....	7.55
All other engines .....	7.25

 Overtime after eighteen (18) hours.
30. Sayre to Suspension Bridge, or vice versa;
 

M-31 class engines or heavier .....	\$8.40
J-55 or I-1 class engines .....	8.00
All other engines .....	7.75

 Overtime after nineteen (19) hours.
31. Auburn Division, Freight Service.....\$3.75 per day  
Overtime after ten (10) hours.
32. M. & H. Division, Freight Service;
 

M-31 class engines or heavier.....	\$4.10 per day
All other engines .....	3.75 per day

 Overtime after ten (10) hours.
33. Work Service;
 

J-55 class engines or heavier .....	\$3.85 per day
All other engines .....	3.65 per day

 Overtime after ten (10) hours.
34. Mine Service;
 

J-55 class engines or heavier .....	\$3.85 per day
All other engines .....	3.75 per day

 Overtime after ten (10) hours.
35. Local Freights and pickup Trains;
 

J-55 class engines or heavier .....	\$4.20 per day
All other engines .....	4.10 per day

 Overtime after ten (10) hours.  
Where this rate does not equal through rate for same distance,  
through rate will apply.
36. Helping and pusher service .....
 \$3.75 per day |
- Overtime after ten (10) hours.  
When miles exceed the hours, mileage will be paid.
37. Snow Plow and Flanger Service;
 

Engineers will be paid freight rates according to class of engine;  
this is not to include regular work trains.
38. Tool Train Service;
 

Engineers will be paid freight rates according to class of engine  
on basis of miles where miles exceed hours and hours when hours  
exceed miles; this is not to include regular work trains.

39. When engineers in freight service make over one hundred (100) miles, extra pay will be allowed at the rate of ten (10) miles per hour. This does not apply to runs where trip rates are specified.

40. Where engineers work in two kinds of service, they shall be paid at the rate that is allowed in each service.

41. The rate per day on any division shall be \$4.00 for J-55 class engines or heavier, and \$3.75 for all other engines, in which the service is not covered by specified trip allowance.

42. Engineers required to do wrecking, construction, or other unusual service, when upon their regular trips, will receive one-tenth (1-10) day for each hour of such service. If overtime is made this time will be deducted therefrom.

43. Yard engineers in Jersey City, Oak Island and Newark Yards will receive thirty-seven (37) cents per hour for J-55 class engines or heavier; thirty-six (36) cents per hour for all other engines.

Ten (10) hours or less to constitute a day. Regular engineers assigned to duty will be allowed one (1) day; extra yard engineers assigned to duty will be allowed five (5) hours for one-half ( $\frac{1}{2}$ ) day or less, and one (1) day for more than five (5) hours.

44. Yard engineers in Buffalo Yard will receive thirty-seven (37) cents per hour for J-55 class engines or heavier; thirty-six (36) cents per hour for all other engines.

45. Yard engineers (except Jersey City, Oak Island, Newark and Buffalo) will receive \$3.60 per day for J-55 class engines or heavier; for all other engines \$3.50 per day.

46. Engineers in yard and mine service, except Jersey City, Oak Island and Newark, to work eleven (11) hours per day, one (1) hour of the eleven (11) to be allowed for lunch. Lunch to be taken between 11 and 1 o'clock; when not allowed this hour, one-tenth (1-10) of a day will be allowed, and engineer given time to eat.

47. Engineers employed in New York City to be paid \$100.00 per month.

48. In all service five (5) hours or less to constitute one-half ( $\frac{1}{2}$ ) day; over (5) hours one (1) day. This not to apply to specified runs.

49. In computing overtime, actual time will be paid for all overtime according to class of service.

50. Whenever engineers are called and report for duty and are not wanted, one-fourth ( $\frac{1}{4}$ ) of a day will be allowed, and the engineer so called stand first out.

51. When engineers on the Rounds or Extra List do not make twenty-four (24) days a month for two (2) consecutive months, the most recently promoted or employed engineers shall be set back to firemen, and hold their former rights as firemen and again used as engineers when the business of the Company demands it.

52. Where callers are employed, engineers who live within a distance of one (1) mile of the enginehouse will be called a reasonable time before the leaving time of their train, and the engineer will sign his name and time at which he was called in a book provided for the purpose. The names of the engineers to be called must be registered in a book at the enginehouse. Engineers assigned to regular runs will not be called between the hours of 6:00 A. M. and 10:00 P. M.

53. Time will commence at the time the engine is ordered to leave the enginehouse. Should any change be made in the time claimed on time slip, engineers will be fully advised as to the reason in writing.

54. Engineers will not be discharged or disciplined without a fair hearing and investigation, and if the testimony of any witness to the occurrence is of any value to the engineer, such testimony will be taken at the proper time by the Superintendent and fairly considered. If an engineer upon investigation is found not to blame, he shall be allowed full pay for the time off. Suspension shall be definite. Time of suspension to be computed from the time engineer was relieved from service.

55. An engineer who is dissatisfied with the decision of any officer of the Company shall have the right to appeal to the Superintendent, or after having appealed to the Superintendent to a higher official.

56. As a general rule, engineers will not be asked to make an extra trip after sixteen hours without ten hours rest. This, however, may be done in case of accident or emergency.

57. All engineers will be regarded in line of promotion on their respective divisions. When a new run is created, or an old run becomes vacant, it shall be advertised ten (10) days, and preference given to the oldest engineer making application within that time, provided he is capable. Any new run created in either road or yard service lasting over ten (10) days shall be advertised for ten (10) days, and preference given to the oldest engineer making application for said run within five (5) days. The oldest engineer in freight service shall have seniority right to do the extra passenger work; also to fill temporary vacancies in passenger service. The oldest engineer on rounds to take regular freight, and the oldest extra engineer to take regular engine on rounds. Engineers assigned to regular run in either road or yard service will be allowed the time that is in said run. When a run or an engine is taken off or an engineer is displaced by an older engineer, he shall be given his seniority rights on another run or engine.

58. All extra engineers stand first in and first out, and the same to apply to engineers assigned to helping engines.

59. When the business of the Company is such that it is necessary to transfer engineers from one division to another, it is understood that in case of a surplus of engineers on one part of the road and a shortage on another, the surplus engineers may be transferred temporarily and such engineers shall not lose their rights on the division from which they were transferred. Engineers will not be transferred permanently from one division to another and take their rights ahead of engineers on division to which they were transferred.

60. Engineers who are on Company's business, such as attending court, or who may be called upon for any service by the Superintendent, other than regular duty as engineers, shall be paid their regular wages and expenses.

61. The rights of an engineer shall begin from the time he is promoted to an engineer. Any engineer discharged and upon further investigation found blameless, shall be reinstated to his former position and rank. Should any engineer be discharged and not make application for a re-hearing of his case inside of six (6) months from the date of such discharge, he shall not be restored to his former position and rank, although he may be re-employed in the service of the Company.

62. Engineers will be allowed half time in their class when learning the road or dead-heading when ordered to do so by the Superintendent; it is not intended that engineers shall be paid half time while learning the road unless they have been appointed regular engineers.

63. It will be the policy of the management of this Company to find employment, if possible, for disabled employees, where they can perform work that does not endanger public safety or the Company's property.

64. All differences between this Company and its engineers, if handled by a Committee, shall be by the regular Engineers' Committee.

This Agreement will be in effect from and after January 1, 1910, and will remain in force one year, and will continue thereafter until either party gives thirty days' notice in writing to the other of any change desired.

J. F. MAGUIRE,  
*General Manager.*

Accepted for the Engineers,  
E. J. SMITH.

#### ENGINEERS, NEW YORK CENTRAL & HUDSON RIVER RAILROAD.

[Agreement of Dec. 1, 1906, was printed in annual report for 1907, p. 506, but was superseded by another agreement Jan. 1, 1909.]

*To Division Superintendents:*

*Gentlemen:—Commencing May 1, 1910, the following rates of pay for engineers, and arrangements for handling same, will be in effect:*

#### ENGINEERS' RATES OF PAY.

	<i>Passenger Service.</i>	Per day.	Per mile.
All classes of engines .....	\$4.15	\$	.0415

	<i>Freight.</i>	Per day.	Per mile.
Classes G-2, G-3, G-4, G-5, G-6, H-3, H-12.....	\$4.85	\$	.0485
All other classes .....	4.75		.0475

	<i>Switch.</i>	Per day.	Per mile.
Switch engines .....	\$4.10		

#### *Ballast, Filling and Spotting Engines.*

Freight rates as per class of engine.

	<i>Work.</i>	Per day.	Per mile.
Work trains .....	\$4.15	\$	.0415

#### *Snow Plow and Flangers.*

If not regularly in work train service. Freight rates as per class of engine.

#### *Wreck.*

Road freight rates as per class of engine. This not to include regular work trains,

*Pusher.*

\$3.95 per day, except that engineers on Byron, Depew, West Seneca and Rensselaer grades shall receive \$4.40 per day. On Pennsylvania Division road rates as per class of engine.

*Helper.*

Engineers running helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, shall be considered in road service. Engineers running helper engines on Lewiston Grade (Ontario Division), at West Haverstraw, Teaneck Grade and west out of Watertown shall be paid road rates as per class of engine.

*Road Hostlers.*

Road hostlers shall receive \$3.75 per day of 10 hours.

*New Engines.*

Engineers going to Schenectady for new engines shall be paid road rates as per class of engine. Engineers breaking in engines out of shop shall be paid road rates as per class of engine; the rate for day to be governed by the class of engine they start with.

*Rates St. Lawrence & Ontario Division.*

On the St. Lawrence and Ontario Divisions engineers on extra freight runs 75 miles or over in each direction shall be allowed 100 miles, and actual mileage for over 100 miles. On extra freight runs under 75 miles in each direction, continuous time shall be paid for the round trip, except when conditions require engine crew to be relieved at opposite terminal, in which event 100 miles each way shall be allowed, calendar day to apply.

*Deadhead Passenger Equipment.*

When freight engineers are used on trains handling deadhead passenger equipment, they shall be allowed freight pay according to class of engine.

*Freight Engines Used for Switching.*

When G-2, G-4, G-5 and G-6 engines are used in yard service, engineers shall be paid \$4.25 per day.

*Pushers Going Outside Limits.*

Engineers in pushing service when used in service outside of regular pushing limits shall be paid road rates as per class of engine.

**GENERAL RULES.**

Article 1. A day's run to be one hundred miles or less, ten hours or less; time and mileage to be computed and carried out separately for each calendar day's work unless otherwise agreed with General Committee.

*Extra Service.*

Article 2. Engineers, if used to make another trip after arriving at terminal, and after completing a day's work of one hundred miles or more, ten hours or more, shall be allowed at least one hundred miles for such extra trip.

*Mixed Service.*

Article 3. When an engineer is used in passenger service he shall be paid passenger pay; when used in freight service he shall be paid freight pay; when used in both passenger and freight service on any trip he shall be paid for actual time or mileage made in each class of service.

*Overtime.*

Article 4. Overtime shall be paid on the basis of ten miles per hour; time to commence at the time engineers are required to register at the engine house or report for duty, providing they are on hand at that time, and end when engine is delivered at point designated by the Company. Overtime shall be computed for each employe on basis of actual overtime worked or held for duty and be paid for at the rate of ten miles per hour for the class of service performed.

*Mileage for Turning.*

Article 5. Engineers in passenger service shall be paid mileage for taking engines to and from engine house to turn, unless hostlers are provided for that purpose.

*Engineers Hired.*

Article 6. All engineers hired shall receive first-class pay.

*Serving as Witnesses.*

Article 7. Engineers shall be paid for actual time lost when serving as witnesses for the Company. If not required to lose time they shall receive one hundred miles per day at proper rate.

*Deadheading.*

Article 8. Engineers when deadheading by proper orders shall receive half pay for such deadhead trip (except when deadheading on freight trains when they shall receive full pay, hours or mileage) and when they do not get out of terminal within six hours after arrival on such deadhead trip and have done no other work on the calendar day on which deadhead trip is made, shall receive one day's pay at proper rate.

Engineers called to deadhead on freight trains shall be notified of the time at which they are to report and shall be considered on duty from such time.

When a regularly assigned engine is taken from an engineer, when practicable another engine shall be furnished. If such regularly assigned engine is taken from an engineer at a foreign terminal and another engine cannot be furnished in a reasonable time, the engineer shall be deadheaded to home terminal with pay.

When engineers who are assigned to regular runs or engines are taken off such runs or engines to make an extra trip to a foreign terminal and are not required for service on a return trip within a reasonable time, they

shall be deadheaded with pay to home terminal to protect the regular run or engine.

When regularly assigned extra passenger men make a trip to a foreign terminal and are not required for return trip within a reasonable time they shall be deadheaded with pay, according to first paragraph of this Article, to the home terminal.

*Held for Service.*

Article 9. Engineers held in readiness for service on Sunday or any other day, and not used, shall be allowed a day's pay for each ten hours or fractional part thereof.

*Called, Not Used.*

Article 10. Engineers called for service and not used shall be allowed a day's pay.

*Doubling.*

Article 11. Engineers shall be paid actual mileage for helping or doubling hills or going for water outside water limit, or going for coal, but this should be understood to apply between terminals while making trip or where total mileage exceeds one hundred miles.

*Meal Hour.*

Article 12. One hour for meals shall be allowed yard engineers between the hours of 11:30 A. M. and 2:00 P. M., and 11:30 P. M. and 2:00 A. M., and if necessary to work during the time specified, 25 minutes shall be allowed for the meal and one hour additional pay.

*Learning Road.*

Article 13. Engineers shall receive in their line of service, pay for learning the road when ordered to do so by the Superintendent, the latter to be the judge of the time necessary to be allowed. This shall apply only when the Company orders men to learn a portion of the road with which they are not familiar, and not when an engineer bids in a run on such territory. One hundred miles or less shall constitute a day; over one hundred miles to be paid pro rata.

*Time Slips.*

Article 14. When the service as reported on time slip is not allowed, engineer making it shall be notified in writing within five days, except during that period between the first and tenth of month, and as to such period within five days thereafter, with reasons for not allowing.

*Line of Service.*

Article 15. The oldest engineer in line of service shall be given preference in work or runs, other things being equal. This means that seniority shall prevail in all classes of service—as passenger service, freight service and yard service. This is not to apply in passenger service where there are no regularly assigned extra passenger engineers doing passenger work only.

On the St. Lawrence and Ontario Divisions straight seniority shall prevail, the oldest engineer being given the preference in work and runs, other things being equal. If it is known that the engineer is to be absent ten days or



over, the oldest pooled or extra men shall be called for this work. If it is not known that the position is to be vacant ten days, the first man on extra or pooled list shall be called and hold the position for ten days, when oldest man in extra or pooled list shall take the position. Passenger work to be governed by Article 18.

On River Division of West Shore Railroad, there shall be two classes of service — road and yard service.

#### *Seniority Date.*

Article 16. Seniority of engineer shall date from date he is regularly assigned to the service as engineer in accordance with the seniority rule of promotion, it being understood that if through no fault of his own a younger man is assigned ahead of him, he shall antedate the younger man so assigned.

#### *Advertising.*

Article 17. All vacant or new runs shall be posted within five days on bulletin boards of the division or district on which they occur, and bidding will close in ten days after the run is posted. The oldest engineer bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, applicants may make applications for one or all, stating their preference. Failure to bid for vacancies shall not affect seniorities. If the run is permanent, temporary, conditional or season, it shall be mentioned in the advertisement.

An engineer away on leave of absence, or under suspension, while a run is posted on a bulletin board and bid in by a younger man, shall have the right to displace him when he returns to work, if done within ten days after he returns to work.

Engineers bidding upon runs shall not be allowed to withdraw their bids after the time expires for bids to close.

When both sides of an established or new run is vacant at the same time, and is posted for bids, the home terminal shall be at either end of the division where the oldest bidder resides, it being understood that when one side of a run is vacant and posted for bids the home or initial terminal cannot be changed unless both engineers holding runs are agreed.

Vacant or new positions of breaking in engines to be advertised, it being understood that the regular men holding such positions at the present time are not to be displaced.

#### *Pooled and Extra List.*

Article 18. Pooled and extra engineers shall be run first in, first out; but where there are no extra passenger engineers, the oldest pooled or extra engineer shall be entitled to the extra passenger work. Where engineers are pooled in slow freight service there shall be a regular pool and extra list. An extra fast freight list is to be established and maintained when conditions will warrant.

#### *Engines Shall Be Furnished.*

Article 19. When engineers are assigned to regular runs, positions or engines, in case engines are held for repairs other engines shall be furnished

in place thereof, when practicable, so that regular engineers shall not lose time. The understanding is that engineers bid for runs or positions, and not for engines.

*Runs Restored.*

Article 20. When a run is restored after having been off sixty days it shall be advertised the same as a new run. If restored within sixty days the man who held the run when it was taken off must go back upon it, and so on to the end of the list of men affected by the change unless they have regularly bid in advertised position.

*Displaced Passenger Service.*

Article 21. Engineers displaced in passenger service and compelled to go into freight service shall take the place in freight service that their seniority rights on list as engineers would entitle them to, they to be first men called to enter passenger service. Failing to respond they shall lose their former rights in passenger service. Should they again enter passenger service they shall be the youngest men in that service. This not to apply in passenger service where there are no regularly assigned extra passenger engineers doing passenger work only.

*Displaced.*

Article 22. An engineer displaced from a regular run or position which he has bid in or to which he has been assigned, shall be entitled to any run or position held by a younger engineer in his line of service, if application is made within thirty days.

Engineers bidding in season or temporary runs may go back on the run they formerly held, providing they have not been bid in by older men, but they cannot displace men on any other run or position; in the event of their former runs or positions being bid in by older men they shall go on the extra list until such time as they can bid in another run or position.

An engineer who has lost a regular run or position through no fault of his own can displace a man from a season or temporary run or position if done within thirty days. If the season or temporary run is taken off, or the man is displaced through no fault of his own, he shall be a displaced man.

On advertised or assigned runs or positions an engineer shall be displaced:

First—When his initial train is taken from him or changed to another terminal.

Second—When he is removed to make way for an older man.

Third—When his run is taken off.

Fourth—When there is no work in a position for a period of five consecutive days. (Article 20 to apply.)

The initial train shall be the train the engineer starts with from his home terminal, and home terminal shall be the point from which the engineer takes his initial train.

The Superintendent and General Chairman to be the judges as to whether an engineer is displaced or not in cases not covered by the above.

*Conditional Runs.*

Article 23. When a question arises as to the probable length of time an engineer shall be out of service, or off his run, after sixty days the run shall be advertised conditionally for the space of one year, after which the position or run shall be advertised permanently, and in the event of the original holder returning to work after the position or run is advertised permanently, he shall take any run or position which his seniority entitles him to in his line of service.

An engineer displaced from a conditional run or position that he bid in from the extra list shall be entitled to displace any younger engineer in his line of service who holds a conditional run or position.

When the original holder of the run returns within one year or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he shall return to the run he originally held and so to the end of the list, each man going to the run he formerly held. Should an engineer be displaced through no fault of his own and take a conditional run and is again displaced from conditional run through no fault of his own he shall take any run or position that his seniority entitles him to in his line of service. This to apply on all positions that are now conditional.

*Conditional, Season, Temporary.*

Article 24. If an engineer gives up a conditional run for another conditional run, he cannot go back upon run first held if he is displaced from the second.

If an engineer leaves a conditional run for a season or temporary run and the season or temporary run is taken off, he cannot go back upon the conditional run.

*Yard Rights.*

Article 25. Engineers in road service asking or bidding to go into yard service and allowed to do so and later going back into road service, shall have the time they were in yard service taken from their road rights.

An engineer forced out of yard service through no fault of his own, there being no work for him in his line of service, shall have no road rights taken from him for the time he was in yard service.

Article 26. If an engineer is incapacitated for road service he shall have rights in yard service according to his rights as an engineer.

An engineer going into yard service on account of being incapacitated for road service, and later returning to road service, shall have no time deducted from road rights. If any question arises as to an engineer being incapacitated for road service it shall be investigated by the Superintendent and Local Committee.

Engineers placed in yard service previous to December 1, 1906, for disciplinary reasons, shall rank according to their age in service as engineers but shall not be allowed to displace an engineer until such time as a vacancy occurs in that line of service. This shall also apply to men taken out of road service for disciplinary reasons since December 1, 1906, except that the latter shall not be permitted to displace an engineer holding a regular position in yard service. In the future all decisions and rulings made under Article 26 shall be made according to the present Article.

Article 27. If an engineer is placed in yard service by the company he shall make written application for road service to the proper official within one

year. If application is not acknowledged in ten days, he shall make another application. Failing to do so, the time in yard service shall be taken from his road rights. Signing or bidding for a run shall not be considered as making application in writing. In any event, the yard position shall be advertised at expiration of one year.

#### *Dummy Engines.*

Article 28. The engines in New York known as dummy engines are classed as switch engines and engineers shall receive standard pay, and shall have their seniority rights in 35th and 72d Street yards, dating from September 1, 1900. That it be understood that in the bidding for positions in either dummy service or yard service, it shall be open to both classes of yard engineers. The seniority of engineers bidding in their territory shall be considered when position comes up for bids in the service where they acquire their seniority, but when bidding out of that territory, as a yard engineer bidding for a dummy position or vice versa, their seniority shall not be considered beyond September 1, 1900.

When two or more men bid out of their territory and there are no opposing bids from men in the yard service they desire to enter, the assignment of position shall be given to the oldest man in the service. It being distinctly understood that nothing in the foregoing clause shall affect or disqualify an incapacitated road engineer in asking or bidding for a position in either class. His seniority shall at all times be considered in full.

#### *Changing Crews.*

Article 29. Engineers on all double crewed positions, who desire to do so, may arrange to work two weeks about, day and night, an engineer to be furnished to relieve engineer changing so they will not be kept on duty more than sixteen hours.

#### *Pusher Rights.*

Article 30. Engineers on pusher engines at Byron, Fairport, Lyons, Clyde, Whiskey Hill, Sullivan, Oneida, Schenectady, Albany and Rensselaer shall be classed as switch engineers as to rights.

#### *Switch Engines Manned By.*

Article 31. Switch engines in Salina yard shall be given to Ontario or St. Lawrence Division engineers.

One switch engine position in Herkimer yard shall be given to Adirondack Division (South End) engineers.

Ontario and St. Lawrence Division engineers shall be given permission to bid on one switch engine position at Rome and one switch engine position at Utica. Engineers from the two divisions named who are incapacitated for road service shall be allowed to displace engineers on positions named at Rome and Utica, providing their age in service entitles them to such position. Engineers assigned to such service shall retain seniority rights on their home division.

Four positions for engineers in switching service at Minoa to be assigned to Mohawk Division engineers who shall be allowed to go into this yard when displaced, disqualified or incapacitated and continue to hold seniority rights on Mohawk Division.

*Rights Over Two Years' Standing.*

Article 32. After January 1, 1904, no question as to rights shall be entertained if of more than two years' standing.

*Rights of W. S. and W. V. R. R.*

Article 33. On the Mohawk and Western Divisions and Wallkill Valley, engineers who were formerly employed on the W. S. R. R. shall be given their places according to age and rank in the service, except that regular trains that are now assigned to them shall not be taken from them.

*Reduction of Force.*

Article 34. The number of engineers shall be kept at the lowest possible limit necessary to perform the work, and when reductions are made in the force the youngest engineers in the service shall be taken off first, and when force is to be increased to be put back in the same order as taken off.

Where there is a surplus of pooled or extra engineers at a terminal they shall be deadheaded with pay to other division terminals when engineers may be required before promoting additional engineers.

*Set Back Firing.*

Article 35. Engineers set back firing owing to falling off in business shall be placed as soon as possible on runs to which their seniority as firemen entitles them. Their records in the latter case shall be included as engineers, but while filling the duties of firemen shall not be permitted to bid in positions as engineers.

*Lay-Off.*

Article 36. An engineer may have thirty days' lay-off on receipt of permission from proper official, without written leave of absence, and if off thirty days and under ninety days, to have written leave of absence from Division Superintendent. After the expiration of ninety days all time thereafter to be deducted from his seniority; the limit of leave to be seven months. Should he return after the expiration of seven months he would be employed as a new man. This not to apply in cases of sickness, disability or while engaged in committee work or special duty for the Company.

*Turned Away From Home.*

Article 37. Pooled or extra engineers shall not be turned more than one time away from home terminal, unless there are no other available men and the conditions will not otherwise prevent.

*Rest.*

Article 38. Engineers after completing trip taking over ten hours and less than sixteen, shall be allowed ten hours off duty. If over sixteen hours, fourteen hours to be allowed. If more than fourteen hours off duty is desired they shall arrange with the Engine House Foreman.

*Calling.*

Article 39. Engineers shall be required to live within a reasonable calling limit, and when they reside within one mile of engine house they shall be called not to exceed two hours before they are required to register at the engine house.

Engineers assigned to regular trains shall be notified, when practicable, when such trains are to exceed one hour late.

*Investigations.*

Article 40. Engineers shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days, whether the engineer has been suspended or not. They may, if they so desire, be allowed to choose some engineer in good standing, to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspensions not to apply as discipline. Records of engineers who have suffered suspension and been found blameless, shall remain as previous thereto, and they shall be paid for time lost. Engineers shall be notified of cause and length of suspension. When an engineer is subject to discipline for cause, decision must be given and made effective within thirty days.

Engineers shall not be disturbed by call for investigation until expiration of time specified for rest, except in case of emergency.

*Passes.*

Article 41. Engineers shall be furnished time passes over the division on which they are employed.

*Hostlers and Inspectors.*

Article 42. The Company shall furnish hostlers and inspectors at all terminals.

*Ponies.*

Article 43. Running pony engines shall be classed as special service and shall not affect an engineer's rights to other classes of service. An engineer leaving that class of service shall take their place in the service to which their age as engineer entitles them, subject to the rules.

*Age and Service List.*

Article 44. Superintendents shall give to all engineers opportunity to ascertain their age and rank in the service. A list shall be placed in the principal engine houses giving age in line of service, and shall be renewed once each year.

*Curtains, Coolers and Ice.*

Article 45. Engines shall be furnished with back curtains at all times and side curtains from November 1st to May 1st. All curtains to be of sufficient length and width to afford protection.

Water coolers shall be furnished on all engines at all times and so constructed that galvanized box and cover are removable.

Engineers may have ice when obtainable from April 1st to December 1st.

*Shall Not Be Relieved.*

Article 46. In case the line is obstructed, an engineer shall not be relieved from duty except at an established terminal, unless necessary to comply with Federal or State Law.

*Headlight and Supplies.*

Article 47. The Company shall furnish men to clean and fill headlights and markers on all pooled and double crewed road engines, and men to perform similar service on single crewed engines, pusher and helper engines when practicable, and shall have supplies placed on engines where practicable and consistent to do so.

*Rules Governing Operation of Hours of Service Law.*

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip; they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without engine and caboose, shall be paid therefor as per paragraph (e), the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

S. R. PAYNE,  
W. J. FRIPP,  
A. R. WHALEY,

General Superintendents.

Approved:

P. E. CROWLEY,  
Asst. General Manager.

Memorandum of Agreement made between Committee of Engineers representing the New York Central, and Committee of Engineers representing the New York, New Haven & Hartford, both represented by Mr. E. W. Hurley, and the General Managers of these Companies, as of date November 30, 1906, namely:

That the engineers take positions as engineers of the electric engines or multiple unit trains under the prevailing steam schedule to be continued until the expiration of a thirty day's notice which may be given by either party after the electric operation is in full effect—with the understanding that at the end of such thirty days' notice, provided it is shown that the opportunity to make mileage on the electric engines and multiple unit trains is more advantageous to the men and to the Company within the same number of hours than on the steam locomotive.—

Then, and in that event, the engineers will grant to the Company or the Company will grant to the men such concessions as are shown to be fair and equitable.

This applies to the Initial Electric Zone as it now exists, from 42d Street to High Bridge and from 42d Street to Wakefield on the New York Central, and from Woodlawn to Stamford on the New Haven.

However, providing this operation is extended beyond said points, High Bridge, Wakefield and Stamford, the same rates and conditions of this agreement will apply to such extensions until otherwise adjusted.

If there is any question as to the date of such commencement of electric operation the respective committees will agree with the General Managers of the respective Companies as to what date shall be considered as the date effective.

For the Engineers:

J. M. WATSON,

Chairman.

F. S. EVANS,

Chairman.

For the Companies:

A. H. SMITH,

V. P. & G. M., N. Y. C. & H. R. R. R.

S. HIGGINS,

Gen'l Mgr., N. Y., N. H. & H. R. R.

Arrangement covering method of handling train and engine crews on the Electric Division pending further consideration of the question of establishing a separate roster for employes in train and engine service on the Electric Division.

Article 1. Men in all classes of train or engine service who are employed on the Harlem or Hudson Division shall continue to hold seniority rights over the entire original territory and shall be given preference as their age in the service entitles them, all other things being equal.

Article 2. Positions in train and engine service shall as heretofore be given to men on their respective divisions, i. e., Hudson Division men, Grand Central Terminal to High Bridge, Yonkers or Croton. Harlem Division men, Grand



Central Terminal to North White Plains. Grand Central Terminal men, switch and shop service including Mott Haven Yard.

Article 3. Engineers or firemen to be allowed to bid for positions which involve the transfers from Electric to Steam and from Steam to Electric service once in any six months' period.

When engineers or firemen bid for transfer from Electric to Steam or Steam to Electric service, they shall not be allowed to make application for their former position until it has been once filled and again becomes vacant.

This Article not to apply to men who have been displaced through no fault of their own.

Article 4. Engineers and firemen in Electric service operating between White Plains and Grand Central Terminal, and High Bridge and Grand Central Terminal, to be interchanged between divisions on a schedule when approved by committee representing the engineers and firemen.

Under this arrangement all runs should terminate at their initial station and when it cannot be so arranged the men involved should be allowed mileage for deadheading to their initial station.

Article 5. There shall be an extra list of engineers and firemen established in Electric territory to handle electrical equipment, and it shall be made up of the men from the Hudson Division, Harlem Division and Harlem Line in proportion to the requirements of the service on each division. Such men shall perform service over any portion of the Electric territory where the electrical equipment is used excepting Grand Central Terminal or Mott Haven passenger yard.

If at the end of the period of thirty days from the time this arrangement becomes operative it is determined that the men assigned to such extra service cannot make sufficient mileage during a month to insure fair wages, a readjustment of this arrangement shall be made between the Superintendent and Local Committee to the end that the list of extra men shall be reduced or such other arrangements made as may be necessary to place the men in a position to earn fair monthly wage.

Article 6. Engineers and firemen to be assigned to do switching service now being performed by hostlers in Multiple Unite service.

Nothing in this Memo. is to in any manner abrogate the arrangements made between the officers of this Company, the New Haven Company and representatives of the engineers and firemen dated as of November 30, 1906, covering the Electric operation.

W. J. FRIPP,  
A. R. WHALEY,

General Superintendents.

Approved:

P. E. CROWLEY,  
Asst. General Manager.  
J. M. WATSON, Chairman,  
233 Fitch St., Syracuse, N. Y.  
A. M. CARROLL, Vice Chairman,  
188 Second St., Albany, N. Y.  
E. McCARTY, Sec'y and Treas.,  
308 Howard St., Syracuse, N. Y.

## ENGINEERS, NEW YORK, CHICAGO &amp; ST. LOUIS RAILROAD.

[Agreement of Feb. 1, 1907, was printed in annual report for 1907, p. 524.]

*Rates of pay and rules for enginemen. Effective June 1st 1910.*

## PASSENGER RATES.

RUNS.	Mileage.	Rate.	Overtime.
Buffalo to Conneaut, or reverse.....	116 miles	\$4 75	After 2 hours in excess of schedule time of regularly scheduled trains. All other trains after 12 hours.
Conneaut to Bellevue, or reverse.....	132 miles	5 40	
Bellevue to West Ft. Wayne, or reverse.....	124 miles	5 10	
West Ft. Wayne to Stony Island, or reverse.....	141 miles	5 85	
Cleveland to Conneaut and return, or reverse.....	136 miles	5 40	
Cleveland to Bellevue and return, or reverse.....	128 miles	5 30	
Cleveland short runs, that is, Cleveland and Vermillion, and Cleveland and Dover excursion trains.....	.....	4 15	
Bellevue to Fostoria and return, or reverse.....	64 miles	4 15	
Passenger runs of 100 miles or less, straightaway or turn around, except as specified, will be paid for 100 miles....	.....	4 10	

Over 100 miles, not exceeding division or district mileage, division or district passenger rates — over division or district mileage at 4.1 cents per mile.

Passenger transfer engineers between Stony Island and La Salle Street Station, \$5.00 per day with no overtime allowances.

Engineers on regular passenger runs between Buffalo and Buffalo Junction will be allowed one hour in addition to regular trip at overtime rate.

## THROUGH FREIGHT RATES.

*All Classes of Engines.*

RUNS.	Mileage.	Rate.	Overtime.
Buffalo Junction to Conneaut, or reverse.....	114 miles	\$5 40	After 12 hours.
Conneaut to Bellevue, or reverse.....	132 miles	6 15	
Bellevue to West Ft. Wayne, or reverse.....	124 miles	5 80	
West Ft. Wayne to Stony Island, or reverse.....	140 miles	6 60	

## PICK-UP RATES.

*All Classes of Engines.*

RUNS.	Mileage.	Rate.	Overtime.
Buffalo Junction to Conneaut, or reverse.....	114 miles	\$5 70	After 12 hours.
Conneaut to Bellevue, or reverse.....	132 miles	6 45	
Bellevue to West Ft. Wayne, or reverse.....	124 miles	6 10	
West Ft. Wayne to Stony Island, or reverse.....	140 miles	6 90	

## LOCAL FREIGHT RATES.

Runs.	Mileage.	Rate.	Overtime.
Buffalo Junction to Conneaut, or reverse.....	114 miles	\$5 60	After 12 hours.
Buffalo Junction to Brocton and return.....	96 miles	4 90	
Brocton to Conneaut, or reverse.....	65 miles	4 90	After 10 hours.
Cleveland to Conneaut, or reverse.....	68 miles	4 90	
Cleveland to Bellevue, or reverse.....	64 miles	4 90	
Bellevue to Leipsic Junction, or reverse.....	62 miles	4 90	
Leipsic Junction to West Ft. Wayne, or reverse.....	62 miles	4 90	
Ft. Wayne to Knox, or reverse.....	80 miles	4 90	
Knox to Stony Island or reverse.....	61 miles	4 90	

Local freight engineers used on Saturday night and Sunday will be paid regular local rate, when going from and returning to their regular terminals.

Local freight engineers laying up at Brocton, Leipsic Junction and Knox will be allowed, when overtime is earned on the trip, one hour and thirty minutes to cover preparatory and extra work at these terminals performed before scheduled leaving time.

## WORK TRAIN RATES.

All Districts ..... \$4.60  
Overtime after 10 hours.

Engineers will be paid work train rates for getting engines, which have been shopped, ready for service. Not less than one day to be allowed for same.

## BALLAST RATES.

100 miles or less ..... \$4.60  
100 miles to 150 miles ..... 5.50  
150 miles to 200 miles ..... 6.60  
Overtime after 12 hours.

## RELIEF TRAIN, SNOW PLOW OR LIGHT ENGINE SERVICE.

Through freight rates and overtime will apply. This also includes pay train service.

When combination service is performed on any trip, the highest rate will be allowed for the entire trip.

Engineers deadheading under orders shall be paid district rate for the service for which they are deadheaded.

## OVERTIME.

All overtime shall be paid for at the rate of forty-six (46) cents per hour.

## YARD RATES.

Chicago . . . . . 40 cents.  
Ft. Wayne . . . . . 39 cents.  
Fostoria . . . . . 37 cents.  
Bellevue . . . . . 39 cents.  
Cleveland . . . . . 39½ cents.  
Conneaut . . . . . 39 cents.  
Erie . . . . . 37 cents.  
Buffalo . . . . . 39½ cents.

Less than six hours work to be paid for six hours work. Over six hours and less than twelve hours work, to be paid for twelve hours work. Over twelve hours work to be paid at the hourly rates.

Thirty (30) minutes will be allowed all yard enginemen to eat, without reduction of pay.

Opportunity for meals will be allowed ordinarily between 11:30 A. M. and 1:00 P. M., and 11:30 P. M. and 1:00 A. M.

Assignments to engines and runs in Yard Service will be governed by same rules as in Road Service, depending upon merit and seniority.

#### TURN AROUND RATES.

##### *Cleveland Division.*

Conneaut to Cleveland and return, or Cleveland to Bellevue and return, to be computed at one and one-half, Second District through freight rates. Overtime to be allowed after eighteen (18) hours.

Reverse movements on same basis.

##### *Ft. Wayne District.*

Bellevue to Green Springs and return, one-half district rates. Overtime after six (6) hours.

Bellevue to Leipsic Junction or Continental and return, one and one-half district rates. Overtime after eighteen (18) hours.

Reverse movements on same basis.

##### *Chicago District.*

West Ft. Wayne to Knox or South Wanatah and return, one and one-half district rates. Overtime after eighteen (18) hours.

Turn around trips not provided for in this schedule, should be counted as separate trips, each way, district rates to be allowed for same.

Reverse movements on same basis.

#### OTHER TURN AROUNDS.

Turn around trips will be computed as separate trips each way, and will be paid, for six (6) hours or less, one-half district rates; over six (6) hours and less than twelve (12) hours, full district rates; leaving time on return trip to be computed from arriving time at turn around point, except that where round trip distance is less than sixty-five (65) miles, half district rates will be paid for six (6) hours or less; over six (6) hours, and under twelve (12) hours, full district rates will be paid. For the short turn arounds referred to in the exception, for switching or waiting at turn around points, overtime rates will be paid; the overtime allowed not to be counted in the road time.

When necessary to set off train, due to engine failure and disabled engine runs light to terminal, the crew sent out from that terminal to take train in will be allowed to turn around rates. If called immediately after arrival at terminal from turn around trip, it will be considered as new trip.

Reverse movements on same basis.

## RULES.

RULE 1. In computing overtime, actual time will be used.

RULE 2. The time of engineers shall begin thirty minutes before time set for departure of train, and will end when engine is delivered on round house track, or to the proper person.

Allowances of time and overtime shall be compared with trip report of engineer and round house register.

RULE 3. Passenger engineers will be assigned to regular passenger runs without regard to engines. Freight engineers, assigned to regular runs, will be handled same as passenger engineers.

Engineers assigned to the rounds will run first in and first out on their respective districts or divisions. An extra list will be maintained at such points as may be deemed necessary.

The men will be run first in and first out under all circumstances, except in case of an accident.

As far as possible, the pool is to be kept equalized at each end of the division, and extra men will not be called for road service to avoid deadheading men, causing them to be bunched and lay over at an unnecessary expense to them.

RULE 4. When engineers are called, and for any reason other than their own acts do not go out, they shall, if held three hours or less, be allowed one-fourth district through freight rates. If held more than three hours and less than six hours, one-half district through freight rates. If more than six hours, full district through freight rates and stand first out.

RULE 5. Engineers acting as witnesses, or attending court, under instructions from any official of the Company, will be allowed their expenses and the actual time, which would have been earned by them if on duty.

RULE 6. Engineers are to be called within one hour and a half, or nearly so, of time engine is ordered to leave. The caller is to be provided with a book in which the engineers will register their names and time called, also the time the train is ordered to leave shall be stated on caller's book. When regular runs are scheduled to leave terminal between 9:00 P. M. and 7:00 A. M. men assigned to such runs shall be called for same when they so request. This to apply only at points where callers are regularly maintained.

RULE 7. In the event of an engine giving up its train on account of being disabled, the engine crew assigned to such engine will remain with it until it reaches the shop, except in case of passenger engine disabled, the responsible official of the Company may at his discretion require crews to change engines.

RULE 8. Rights to regular work and runs will be governed by merit and seniority, determination of the matter to be in accordance with the Company's Rule 127, Book of Rules.

RULE 9. When a regular passenger or assigned freight engineer lays off duty for more than one round trip, the oldest engineer in freight service will be assigned to such run, during such lay off. If a passenger or regular assigned freight engineer lays off for one round trip only, the oldest engineer that is at the terminal and had sufficient rest, to be assigned. Should a regular assigned pool engineer lay off for ten days or more, the oldest extra engineer to be assigned.

RULE 10. Firemen, when promoted to engineers, shall be classed as road engineers and shall date as road engineers from time of approval as such.

**RULE 11.** Engineers may be allowed to make thirty trips per month over their respective division or district, except Buffalo Division where thirty-three trips will be allowed. Such trips to be distributed through the month.

**RULE 12.** Engineers held at terminals for passenger runs over twelve hours, shall be paid district passenger rates for time held.

**RULE 13.** Engineers may send in their own trip slips, showing time earned, and shall be notified when time is not allowed.

**RULE 14.** When engineers are required to act as engine watchmen, they shall receive the rate to which their regular service would entitle them.

**RULE 15.** On regularly assigned runs, the oldest engineer will have the privilege of naming the lay-over point.

**RULE 16.** Engine truck cellars, driving box cellars and tender truck boxes to be sponged, grease cups filled, wedges set up, rods keyed, headlights cared for, heavy tools to be placed on engine when reported on work slip by engineers. Air system to be drained at all terminals where inspectors are maintained and at all other terminals when reported by engineers. All engines to be inspected, squirts to be put on all engines, all throttle cocks, pistons and valve stems to be packed and quadrants to be boxed up, same to be cared for by roundhouse force.

**RULE 17.** All vacancies, or changes in runs, to be advertised for a period of ten days, and the oldest engineer applying for same will be awarded the position. An engineer refusing a run, vacant or open to his choice by reason of his seniority rights, forfeits thereby no seniority rights, but he cannot thereafter claim the run in question, except in case he is deprived through no fault of his own, of the run he holds. An engineer absent for any reason when a run is advertised shall have the right to claim the advertised run when he returns to work, if such claim is made within ten days after his return to work.

**RULE 18.** Engineers will not be dismissed or suspended from the Company's service without just cause. In case of suspension or dismissal, if any engineer thinks his sentence unjust, he shall have the right, within ten days, to refer his case to the Master Mechanic or Division Superintendent in writing. Within ten days of receipt of this notice, his case shall have a thorough investigation by proper officers of the railroad company, at which he may be present, if he so desires, and also be represented by disinterested employees in same class of service. In case he shall not be satisfied with result of said investigation, he shall have the right to appeal to the Superintendent of Motive Power or General Manager. In case a suspension or dismissal is found unjust, he shall be re-instated and paid for all time lost.

**RULE 19.** Any questions pertaining to rates of pay, seniority and general working conditions, arising between any locomotive engineman and the management of the New York, Chicago & St. Louis Railroad Company, to be made matters of conference with the regular Engineers' Committee.

A. W. JOHNSTON,  
General Manager.

Cleveland, O., June 1, 1910.

**ENGINEERS, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.**

[Agreement of Dec. 29, 1906, was printed in annual report for 1907, p. 512.]

*In Effect May 14, 1910.*

**ARTICLE 1.***Investigations.*

**RULE 1.** All engineers will be given a fair chance to defend themselves against charges in holding investigations. Superintendents and Master Mechanics will be careful to get all information possible and hold investigations as soon as practicable. Engineers who are disciplined and afterward found innocent shall receive pay for time lost. All engineers disciplined will be notified of same in writing. Engineers receiving such notice shall acknowledge receipt of same.

**RULE 2.** All Engineers interested will be allowed to choose one or two disinterested engineers in the employ of the Company to accompany and speak for them before boards of investigation, if they so desire, when an appeal is made after the first investigation, and will have the privilege of appearing before each official up to the General Manager.

**RULE 3.** It is further agreed that in the event engineers selected fail to adjust grievance, the matter can then be taken up and disposed of in accordance with the practice now in vogue on the system, the case to be disposed of under the supervision of the engineers selected.

**ARTICLE 2.***Time Limit on Appeals.*

**RULE 1.** If an engineer is discharged or suffers actual suspension and is not satisfied with the justness of the discipline, the case if appealed must be brought to the attention of the Superintendent within twenty-two (22) days of the date on which discipline is inflicted. If an appeal is taken from the decision of the Superintendent or Master Mechanic the appeal must be made in writing within thirty (30) days of the date of the Superintendent's or Master Mechanic's final decision. In all cases the Superintendent or Master Mechanic shall notify in writing the aggrieved party of his decision and send a copy of such notice to the chairman of the committee.

**ARTICLE 3.***Passenger Trains.*

**RULE 1.** Engineers on all passenger trains shall receive four dollars ten cents (\$4.10) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles they shall receive four and one-tenth (4.1) cents per mile.

**RULE 2.** Ten (10) hours or less shall constitute a day's work. Overtime will be paid after ten (10) hours at the rate of forty-one (41) cents per hour.

**RULE 3.** Engineers running light engines will be paid passenger rates when not in connection with freight work.

**ARTICLE 4.***Freight and Work Trains.*

**RULE 1.** Engineers on all freight and work trains shall receive four dollars sixty-five cents (\$4.65) per day. One hundred (100) miles or less to consti-

tute a day's work. For all over one hundred (100) miles they shall receive four and sixty-five hundredths (4.65) cents per miles.

RULE 2. Ten (10) hours or less shall constitute a day's work. Overtime will be paid after ten (10) hours at the rate of forty-six and five-tenths (46.5) cents per hour.

RULE 3. When an engineer on a work train has been in service ten (10) hours it will be understood he has completed a full day, equivalent to one hundred (100) miles, and if required to do further service he will be paid miles and hours. If called upon after leaving the Company's premises it will be considered another day.

#### ARTICLE 5.

##### *Mixed Trains.*

RULE 1. Engineers in mixed service or running mixed trains will be paid freight rates. This includes hauling a car or cars on any part of a trip to be used, or used exclusively for lading billed as freight. It also includes cases where one steam locomotive has in tow one or more steam locomotives without cars.

RULE 2. No two classes of pay will be allowed in one day's road service.

RULE 3. Mixed trains and mixed service does not include switching.

RULE 4. Ten (10) hours or less shall constitute a day's work. Overtime will be paid after ten (10) hours at the rate of forty-six and five-tenths (46.5) cents per hour.

#### ARTICLE 6.

##### *Engineers Deadheading.*

RULE 1. Engineers deadheading over the road under orders, less than one hundred (100) miles, shall be paid passenger rates, provided it is not in conjunction with freight or mixed service. When called upon to deadhead one hundred (100) miles or more, shall be paid passenger rates.

RULE 2. Mileage will not be allowed an engineer when deadheading to take a run that he has bid in.

RULE 3. When an engineer loses his run or job through no fault of his own, mileage will be paid for deadheading to the initial point of run of job which he selects or to the point where he is obliged to report.

RULE 4. Engineers who are required to deadhead from one point to another to cover a run or job for one day shall be paid continuous time from their initial points until they return to their initial points, and shall be allowed deadhead mileage as extra service, except when required to deadhead on the preceding day or return on the following day; in such cases they shall be paid not less than one full day each way.

Example A: If a man deadheads from Danbury to South Norwalk, arriving at South Norwalk at 10:00 P. M., and does not commence work until 1:00 A. M.; he will be paid one day for deadheading, as the deadheading occurred on the day preceding the day on which the work was performed.

Example B: A man deadheads from Danbury to South Norwalk, arriving at South Norwalk at 9:00 P. M., and commences work at 10:00 P. M.; he will be paid continuous time from the initial point and the deadhead mileage will be allowed as extra service.



RULE 5. The time of an engineer beginning his day's work by deadheading shall be continuous from the schedule leaving time of train on which he readheads until he is relieved at the end of the day.

RULE 6. The time of an engineer ending his day's work by deadheading will be continuous from the beginning of his day's work until the train on which he deadheads arrives at his home terminal.

RULE 7. When engineers are ordered to deadhead from one point to another on electric cars they shall receive mileage equivalent to the amount paid in fare, in addition to other provisions of the schedule.

#### ARTICLE 7.

##### *Learning the Road.*

RULE 1. Engineers learning the road shall be paid passenger rates and in no case shall they receive pay for less than one hundred (100) miles.

RULE 2. Engineers bidding in runs will learn the road and qualify at their own expense.

RULE 3. Engineers bidding in a run or job will not be required to learn any more road at their own expense than the amount the Company would require other engineers to learn who would select it as per seniority rule.

RULE 4. Engineers shall have the privilege of learning the road and qualifying at their own expense.

RULE 5. Engineers transferred from one division to another, or from one spare board to another, for the convenience of the Company, shall be paid for learning the road.

RULE 6. Engineers forced by seniority, or any cause other than their own, to other runs, will be paid for learning the road.

RULE 7. If engineers who are learning the road notify the Superintendent at least twenty-four (24) hours before they are ready to qualify, time lost by them through no fault of their own while waiting to qualify shall be paid for at passenger rates.

RULE 8. Engineers shall be paid for qualifying at passenger rates, in addition to time allowed for learning the road.

#### ARTICLE 8.

##### *Regular Engineers Called Upon.*

RULE 1. Engineers on regular runs when called two (2) hours or more before the beginning of their regular day's work and then go out on their regular runs shall be paid one day in addition to the regular day's pay; if called less than two (2) hours and then go out on their regular runs they shall be paid miles or hours, whichever is the greater, as extra service, sixty (60) minutes or less to count as one hour. If called to go out before the time of their regular run to cover some other run they shall be paid for all time consumed over their regular day as extra service, sixty (60) minutes or less to count as one hour, and for all miles made in addition to the regular mileage.

RULE 2. Engineers on regular runs required to do extra work in the middle of the day shall be paid for such work as extra service according to the schedule. Additional mileage added to a run in the middle of the day shall be paid for as extra service for thirty (30) calendar days.

RULE 3. Regular engineers who are called upon to do extra service after completing their regular day's work, or run of one hundred (100) miles or less, shall be paid for further service for the actual miles made in such service, and the hours as extra after they have been on duty the stipulated number of hours for a day's work for the class of service under which the regular day's work comes, the hours to count from the beginning of the regular day's work.

RULE 4. Engineers called upon after completing a day's work, and having left the Company's premises, it will be considered another day.

RULE 5. Engineers on regular runs shall not be called upon to do extra service when spare men are available.

RULE 6. Whenever the Company rearranges the train service on any division between time tables and extra mileage is added to runs of less than one hundred (100) miles, such mileage shall be paid for as extra service for thirty (30) calendar days, unless three (3) or more runs are thus affected. It will also be understood that runs so affected by a temporary rearrangement of seven (7) days or less shall be paid for as extra service.

RULE 7. In cases not covered by the schedule where they are called upon to remain on duty they shall be paid pro rata rates per hour for the time so delayed or employed.

RULE 8. When an engineer is taken from a regular run to cover any service which pays less than his regular run each day the Company shall make good the difference so that the engineer will not experience any loss in pay.

#### ARTICLE 9.

##### *Spare and Emergency Engineers.*

RULE 1. Spare engineers shall be run first in and first out so far as it is possible with the requirements of the service, and when engineers are assigned to temporary vacancies they shall remain on same, provided they are competent, until the regular engineer returns. They shall receive rates of regular engineers while on the road.

The following exceptions will be made to the above:

A. When an engineer fails to go to work after reporting for service and the spare engineer has been assigned to other work from the spare board.

B. When a spare engineer is assigned to a temporary vacancy that should be covered by a spare engineer from some other terminal. In this case the engineer first assigned to the run shall be returned to his home terminal and the vacancy covered by a spare engineer from the spare board where the run originates and in accordance with the first paragraph of this rule.

RULE 2. Spare engineers not being at home when called shall be placed at the bottom of the list. A bulletin board shall be established in all engine houses, and placed where it can be seen at all times, where spare engineers are assigned.

RULE 3. Spare and emergency engineers when held on duty shall be paid passenger rates per hour, ten (10) hours or less of service to constitute a day's work. When sent out on the road they shall be paid their hours in the house and miles on the road, road rates to govern the rates of hours in the house when miles are less than one hundred (100); when miles are over one hundred (100), passenger rates will be paid for hours in house.

RULE 4. After completing a full day in the house and then sent out on the road they shall be paid hours and miles for such service, time to be computed from beginning of the day's work in the house and end as per article on computing time.

RULE 5. Spare and emergency engineers making house time and switching shall be paid their hours in the house at passenger rates and their hours in the yard at switching rates per hour. When they switch a full day of eight (8) or ten (10) hours they shall be paid a full day at switching rates, in addition to their hours in the house, but in no instance shall they receive less than one full day's pay.

RULE 6. A spare engineer called to the house for emergency service must not be used except when it is impossible to call another spare man in time to avoid delay. A spare engineer who is called and makes less than sixty (60) miles and then returns will remain at the engine house until he has finished the day of one hundred (100) miles or ten (10) hours. While he is at the engine house finishing the day he can be used for some job that is known to be less than a day, but he is not to be used for a run or job that will pay one day or more.

RULE 7. A spare engineer on a hold-down whose run is extended over territory he is not qualified over shall be furnished a pilot or paid for learning the road.

RULE 8. When an engineer bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on his division, but should he select any board other than the one from which he bid, he shall deadhead at his own expense.

#### ARTICLE 10.

##### *Switching Service.*

RULE 1. All switching yards shall be straight eight (8) or ten (10) hour yards. Engineers on all switchers in eight (8) hour yards shall be paid three dollars fifty cents (\$3.50) per day, eight (8) hours or less to constitute a day's work, all over eight (8) hours shall be paid pro rata rates per hour. Engineers on all switchers in ten (10) hour yards shall be paid four dollars ten cents (\$4.10) per day, ten (10) hours or less to constitute a day's work, all over ten (10) hours to be paid pro rata rates per hour.

RULE 2. In ten (10) hour yards engineers shall be allowed one (1) hour for meals between the fifth and seventh hours from the time of starting work. If required to work any part of the meal hour they shall be paid one hour extra at switching rates.

RULE 3. When an engineer has to double on an eight (8) hour switcher, the Company will endeavor to deliver whatever food the engineer may arrange for.

RULE 4. When engineers on switching jobs are required to work overtime and the same exceeds one-half ( $\frac{1}{2}$ ) of the regular day they shall be paid one (1) day for it.

RULE 5. Engineers on switching jobs after having completed a regular day's work and then sent out on the road shall receive miles and hours for such extra service.

RULE 6. Engineers running switching jobs in yards who are sent out on the

road within their switching day shall be paid their day in the yard at switching rates, plus time-table mileage on the road at road rates.

**RULE 7.** When engines are sent light to a distant point for the purpose of switching in yards where other switch engines are employed, engineers shall receive switching rates plus their mileage to and from yard at passenger rates, the same as for deadheading, time to be continuous from initial point until returned to initial point.

**RULE 8.** In all cases where switching is being done a member of train crew giving signals shall be in plain view of engine crew.

#### ARTICLE 11.

##### *Freight Switching on Road and at Terminals.*

**RULE 1.** Engineers in road service on freight trains, at points where there is no regular switching crew employed, are to do the necessary placing of cars without extra compensation, but where there is a regular switching crew employed at any hour of the day or night, road crews are to set out the cars they have for that station and the switching crew is to do the placing on private sidings, freight house sidings, or individual tracks, but if the road crews are called upon to do this work, they shall be paid switching rates, the same to apply to cars picked up by freight trains. The switching crew is to get such cars for each train together to be picked up by the road engine, but if it is necessary to call upon the road crew to do this switching, which should properly be done by the switching crew, they shall be paid for such work at switching rates. Time consumed at such points shall be accumulative and time allowed accordingly. Time commences when engine is prepared to switch and ends when through switching, sixty (60) minutes or less to count as one (1) hour. The conductor of the train shall certify to switching so done at all such points during the trip. Blank switching slips will be furnished engineers on application to Master Mechanic.

**RULE 2.** When yardmasters or agents at intermediate points where switching crews are employed have the cars at the station in station order for the road crews to pick up, and the conductor of the train considers it necessary to switch them in station order with those in his train, such switching is to be classed as a part of the train's regular work and no pay for switching allowed.

**RULE 3.** Taking or leaving cars from more than two tracks, or cars that do not stand ahead on tracks, is to be considered switching.

#### ARTICLE 12.

##### *Passenger Switching on Road and at Terminals.*

**RULE 1.** Engineers on passenger trains, if called upon to do any switching at points where switch engines are employed, shall receive switching rates; time to commence when engine is prepared to switch and end when through switching, sixty (60) minutes or less to count as one (1) hour.

**RULE 2.** Engineers on passenger trains that are required to do any switching at points where switch engines are not employed will be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

**RULE 3.** Engineers on passenger trains who are required to take their own trains from or to yard or station, then cut off and go for other cars, such as

baggage and express cars, shall be paid switching rates, thirty (30) minutes or less not to be counted. Time shall be computed from time engine is cut off of train until returned to its train again.

RULE 4. Engineers on passenger trains who are called upon to take other than their own train to or from station or yard shall be paid switching rates. Time to be computed from time engine is ordered to be on train until cut off and on its own train, less than thirty (30) minutes not to be counted.

#### ARTICLE 13.

##### *Terminal Delays.*

RULE 1. When from any cause engineers are delayed in delivering their engines on track designated for that purpose, after arrival at final terminal, they shall be paid for such delays as extra service, forty-five (45) minutes to count the first hour, one (1) hour thirty (30) minutes to count as two (2) hours. This not to apply to trains already earning overtime.

The following definitions as to terminal delays shall govern in allowing time claimed for such delays:

Passenger Service: Terminal delay will commence when train arrives at its terminal station as shown on the time card.

Freight Service: Terminal delay will commence after train has made first stop in yard, which may be a part of a large terminal, which is the destination of train by schedule, symbol book, or general orders. "In yard" means after engine has passed first switch leading from main track to yard in direction that train is moving.

#### ARTICLE 14.

##### *Hostling Engineers—Duties and Pay.*

RULE 1. At all points where eight (8) or more engines put up, there shall be men provided to take charge of and hostile engines. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed, whether engine puts up there or not.

RULE 2. At points where it is necessary to use engineers as regular hostlers they shall be paid two dollars seventy cents (\$2.70) per day. Ten (10) hours or less shall constitute a day's work. Overtime shall be paid at the rate of twenty-seven (27) cents per hour.

RULE 3. When engineers other than hostler engineers are required to hostile engines they shall receive passenger rates, sixty (60) minutes or less to count as one hour.

RULE 4. Hostlers shall not do switching or other work which should be performed by engineers.

RULE 5. In no case is a man a hostler engineer unless he is out of road service. Engineers used as hostlers shall be paid passenger rates.

#### ARTICLE 15.

##### *Computing Time, Overtime and Mileage.*

RULE 1. A day's work for engineers shall begin at the time engine is scheduled to leave engine house or storage track, which shall be not less than

thirty (30) minutes before the schedule leaving time of train ordered to leave, and shall end when engine is delivered for final disposition for the day. This to apply to switchers when engineers are obliged to get their engines ready at the beginning of the day's work.

RULE 2. In computing overtime made by engineers less than thirty (30) minutes shall not be counted; thirty (30) minutes over the regular day's work to which they are first assigned shall be counted as one hour, unless otherwise specified.

Example: An engineer is assigned to an eight (8) hour switcher at 6:30 A. M. and works until 11:00 A. M.; he is then put onto a freight train and works on same until 7:00 P. M.; his overtime would start at 3:00 P. M., or eight (8) hours thirty (30) minutes after starting work.

RULE 3. In computing mileage the actual miles made in road service and fractions thereof shall be used and when the fractions of the total miles for the day equal fifty-hundredths (50-100) of a mile or more a full mile will be allowed.

Example: Mileage from A to B 25.10 miles.

Mileage from B to A 25.10 miles.

Mileage from A to D 30.15 miles.

Mileage from D to A 30.15 miles.

---

Total . . . . . 110.50

Run calls for 111 miles.

RULE 4. Engineers running light engines to and from their trains will be allowed mileage so made, provided it is fifty-hundredths (50-100) of a mile or more.

Example: Mileage from station to engine house, 60-100 of a mile.

Mileage from engine house to station, 60-100 of a mile.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

RULE 5. Engineers who are required to take their own trains to or from stations or yards shall be allowed mileage, provided it is fifty hundredths (50-100) of a mile or more.

Example: Mileage from yard to station, 1 and 40-100 miles.

Mileage from station to yard, 1 and 40-100 miles.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

RULE 6. Engineers on double runs, running alternate days, making a round trip one day and entitled to lay-off the next, will be paid not less than two (2) full days for the run.

Example: On Monday, Wednesday and Friday an engineer runs from F to G, making ninety-eight (98) miles, and from G to F, making ninety-eight (98) miles, engineer receives one (1) day each way, or two (2) full days for the run.

RULE 7. If engineers for any reason other than their own are deprived of making their full trip they shall be paid the regular mileage of the trip. These engineers can be used on other runs without extra compensation, unless they exceed the regular mileage. Engineers shall not receive less than a day's pay if they are called or go out or are under orders.

Example: An engineer has a run from New Haven to New London and return, making one hundred two (102) miles. The engineer leaves New Haven, and on arrival at Saybrook Junction is deprived on account of a wreck of finishing run to New London; he is sent to New Haven and returns to Saybrook, then returns to New Haven on his regular run, making for the day sixty-six (66) miles on his own run and sixty-six (66) miles on another run, he would receive for his day's work his regular mileage of one hundred two (102) miles plus thirty (30) miles over his regular day's work.

#### ARTICLE 16.

##### *Seniority Rights.*

RULE 1. Rights of engineers to preference of runs shall be governed by seniority in service. An engineer losing his run by reason of it having been discontinued, or having been taken by an engineer his senior, or for any reason not brought about by any fault or action of his own, shall be entitled to any run on the same division held by an engineer his junior in seniority.

RULE 2. Any engineer having taken and held a run five (5) days after bulletin notice from proper official that such run is vacant or open to seniority choice of the engineers, without claim in writing being made for said run to the Division Master Mechanic by some engineer entitled to said run by reason of seniority, shall not thereafter be displaced from such run on account of seniority rights of other engineers, except by reason of said run being claimed by a senior engineer whose run has been taken from him through no fault or action of his own.

RULE 3. Engineers losing their runs as per seniority rule will be required to make choice of runs within ten (10) days and will go on the spare list until they make their selection. Failing to make a selection within ten (10) days they will remain on the spare list until they bid in a run.

#### ARTICLE 17.

##### *Advertising Runs and Jobs.*

RULE 1. Vacancies on all runs and jobs shall be advertised on all bulletin boards of the Division on which they occur, for five (5) days, and the oldest engineer in the service will be given the preference, if competent, as per Article 16, and shall be given a fair chance to prove his ability.

RULE 2. When an engineer bids in a run or job he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

RULE 3. Engineers will lose their runs or jobs when the initial points are changed, or when the initial trains of runs are discontinued or absorbed by other runs.

RULE 4. Engineers may give up their runs or jobs under the following conditions:

A. When the initial leaving time of a run or job is changed four (4) hours or more.

B. When a round trip run is changed so that it does not return to its initial point every day.

C. When a run that does not have the same terminal every day changes so as to return to its initial point every day.

D. When the terminal of the initial train of a run is changed.

E. When the earnings of a run or job are regularly increased or decreased one dollar twenty-five cents (\$1.25) or more per day.

Engineers giving up their runs or jobs as per above must notify the Master Mechanic in writing and make their selection within ten (10) days from the time the change occurs.

It will be understood that an engineer losing or giving up his run or job as per above will be considered as having lost his run or job and shall be entitled to exercise his seniority as per first rule of Article 16.

RULE 5. When a run is changed from annual to season, or vice versa, and it is necessary for the job to be posted, the engineer holding the run at the time the change occurs will remain on job until it is bid in and awarded.

RULE 6. Engineers bidding in runs or jobs shall be placed on same within five (5) days after bids have expired, and Master Mechanics will notify them that such runs have fallen to them; refusing to take the runs or jobs which they have bid in they shall go on the spare list.

RULE 7. When a Master Mechanic or his representative receives written application from an engineer claiming a run or job as per Article 16 the Master Mechanic should notify the engineer displaced immediately, and before he reports for the next day's work, provided such claim is received by the Master Mechanic twelve (12) hours in advance of leaving time of run or job selected.

RULE 8. The Company reserves the right to select engineers for official trains.

#### ARTICLE 18.

##### *Season Runs.*

RULE 1. Season runs or jobs shall be advertised on bulletin boards and the oldest engineers in the service applying for them shall be placed on such runs. Should any of these season runs become annual runs they shall then be posted as such as per Article 17.

RULE 2. Engineers holding annual runs and bidding in season runs shall, when such season runs are taken off or they are displaced, revert to their annual runs. Meanwhile their annual jobs or runs shall be posted as season runs.

RULE 3. Engineers holding annual runs and losing such runs for any reasons other than their own, can displace younger engineers running season runs, and when such season runs are taken off they can take any job held by a younger engineer. An engineer who has annual rights will not lose them unless he allows himself to revert to the spare list.

RULE 4. Engineers bidding off season runs and not holding annual rights will, when they lose such runs for any reason other than their own, be permitted to displace junior engineers running other season runs.

RULE 5. Trains that are scheduled on time table for a certain period or season of the year shall be season runs and advertised as per Rule 1, Article 17.



RULE 6. Trains that are run as extras, engines in helping service, additional sections of trains, also emergency jobs, shall be season jobs, and will be posted after they have been on for a period of ten (10) days.

RULE 7. All runs or jobs starting from initial point under white flags shall be considered as season runs and advertised as such.

RULE 8. All runs in symbol book will be treated as time-table trains.

RULE 9. When engineers on regular runs are off sick, on leave of absence, or in service for the engineers, for a period exceeding sixty (60) days, their runs will be posted as season runs.

RULE 10. When engineers are taken off their runs and placed in official positions by the Company their runs shall be posted as season runs. Should such appointments be for a period exceeding six (6) months their runs will be posted as annual runs. Should they after six (6) months revert to the position of engineer they shall not lose any of their seniority rights as engineers. When they are relieved from such official positions they will not displace any one, but assume their seniority rights as vacancies occur on their divisions.

#### ARTICLE 19.

##### *Doubling Hills.*

RULE 1. Engineers having regular runs will be paid extra for mileage made in doubling hills, it being understood that regular extras shall be considered as regular runs. Engineers on extras will have this mileage made added to their mileage.

#### ARTICLE 20.

##### *Engineers Failing to Work a Full Day.*

RULE 1. When an engineer fails to work a full day as laid down by the Company, through any reason of his own, he shall be paid not less than the hours he works, or miles he runs, and should the amount made by both engineers be less than the regular pay for the run or job, the difference will go to the engineer relieved. If the regular engineer can be relieved without extra expense to the Company he shall be paid a full day, but in all cases the engineer who relieves him shall be paid as per schedule.

RULE 2. When an engineer is taken sick and so reports before he starts, or is injured while on duty, or it is necessary for an engineer to be off duty for any reason, and he is not relieved at the starting point or time of his day's work, but is required to work for a certain time or run to a certain point before he is relieved, he will be paid not less than the full day.

#### ARTICLE 21.

##### *Attending Courts.*

RULE 1. Engineers attending courts, inquests, or other business by order of the Company, shall be paid the same amount they would have received had they remained at work. They shall also be paid necessary expenses while held for such service.

RULE 2. Engineers called in for investigation, when not subject to discipline, or examinations, before starting or during their lay-over in the middle of the day, or after completing their day's work, shall be paid for

time held in such service at the regular rates, sixty (60) minutes or less to count as one hour.

RULE 3. Engineers called two hours or more before their regular day, or while off duty, shall be paid not less than one day's pay at passenger rates.

#### ARTICLE 22.

##### *Time Not Allowed.*

RULE 1. When time claimed by engineers is not allowed they shall be promptly notified in writing and given the reason why such time is not allowed. This shall be done in all cases and the notice shall come from the Superintendent or the Master Mechanic.

RULE 2. Engineers will report their time to the Superintendent of the Division to which the run or work is assigned. When performing other than their regular work, in order to draw all of their pay at one point, it will be necessary for engineers to note on time slips the pay car from which they wish to draw their pay.

#### ARTICLE 23.

##### *Work Not Required of Engineers.*

RULE 1. Engineers shall not be required to shovel coal on tenders, clean engines or fires, take sand, water, or turn tables. Engines shall be equipped with tools and necessary supplies. Cab lights, classification lamps and headlights will be cleaned, filled and lighted when necessary, and put in good order, before engineers are required to take charge of engines. But this does not relieve engineers of responsibility of knowing that headlights and lamps are in good order before starting out. When engines are equipped with acetylene headlights the engineers will light and extinguish them.

RULE 2. All engines in emergency service when ordered out shall have rod cups and lubricators filled.

RULE 3. At points where repair men are not employed and engineers are required to do necessary work while engines are laid up Sunday or during or after the regular day's work, they shall receive passenger rates per hour while so employed, and all work so done must be approved by the Master Mechanic.

RULE 4. Engineers will not be required to go underneath engines to inspect them and will not be held responsible for work when reported on work books.

#### ARTICLE 24.

##### *Calling and Rest.*

RULE 1. The Company will furnish callers for engineers living not more than one (1) mile from the engine house. Engineers living within calling limits who have regular runs will be called between the hours of 9.00 P. M. and 8.00 A. M.

RULE 2. Engineers called and not wanted shall be paid a day at passenger rates.

RULE 3. Spare engineers living outside calling distance shall be called in turn by telephone at any time of day or night, when proper arrangements have been made.

**RULE 4.** Permission to report on or off duty may be asked for by telephone or telegraph.

**RULE 5.** If an engineer has been in service long enough to require rest and makes request for same of proper official, he can have it.

**RULE 6.** Engineers running regular one-way trains and cut out for any reason other than their own, thereby losing their return trip, will be allowed to return and take their run at either terminal. If they return to the home terminal the Company will pay deadhead mileage. The difference in pay shall be made good by the Company, less deadheading and overtime.

**RULE 7.** Engineers on regular runs that start from same terminal every day, who are relieved for any reason other than their own, thereby losing the following day's work, the Company will make good the difference between overtime earned and time lost on days in question.

**RULE 8.** When engineers on other than assigned trains are relieved from duty at other than home terminal and held there more than twelve (12) hours, at the expiration of twelve (12) hours their time shall commence.

#### ARTICLE 25.

##### *Extension of Rights.*

**RULE 1.** All branch lines and divisions, the motive power of which is under the supervision of the same Master Mechanic, will be treated as one division, as regards seniority rights of engineers, except engineers on the New York Division will hold seniority rating on the Shore Line Division roster, and the seniority rating of engineers on the Boston Division will be carried on the Providence, Midland and Old Colony Division rosters, as at present arranged.

#### ARTICLE 26.

##### *Reducing Force.*

**RULE 1.** When there is a surplus of engineers for the business of the division, engineers in point of seniority shall have the preference for employment.

**RULE 2.** When it becomes necessary to reduce the force of engineers it shall be done by taking off engineers as per seniority list of the division taken in reverse order, they to revert to the position held before promotion.

**RULE 3.** When it is necessary to reduce the force, engineers who have been hired by this Company will be given leave of absence until it is necessary to increase the force, and all engineers reduced will retain their roster standing as engineers.

**RULE 4.** It is understood that the force of engineers on a division shall be reduced when the average pay of the extra engineers falls below twenty-five dollars (\$25.00) for any one week.

#### ARTICLE 27.

##### *Transferring Engineers.*

**RULE 1.** When it becomes necessary for the best interest of the Company to transfer engineers from one division of the road to another, then the youngest engineers in service on the division shall be the ones transferred and they

shall retain their seniority rights. Engineers thus transferred shall not assume their rights to seniority rule until vacancies occur. Engineers who are thus transferred and wish to return to their home division, shall make written application to the Master Mechanic within six months from the time they were first transferred; failing to do so, they shall relinquish all claim to return to their home division. Engineers transferred at their own request shall be regarded as new men.

#### ARTICLE 28.

##### *Roster.*

RULE 1. A roster of each division shall be conspicuously placed in the principal engine houses so that it may be referred to at any time. The roster will be corrected at least every six (6) months if changes occur during that period.

RULE 2. The following rule will establish the seniority of engineers: Men who are hired or promoted to engineers shall date from the day they are regularly assigned to service as engineers. "regularly assigned to service" means being assigned to engineers' spare board, or being assigned to a run or job, for thirty (30) calendar days, and at the expiration of this time will be given their roster standing from the date first assigned to service, as per above conditions. Should more than one man be assigned to service as an engineer on the same day, they shall take their roster standing as engineers in accordance with their previous length of service on the locomotives of this Company.

#### ARTICLE 29.

##### *Equalizing Runs.*

RULE 1. When trains are run over two or more divisions and there are opposing trains, the trains will be equally allotted to the divisions over which the trains run.

RULE 2. If there are no opposing trains, the division over which the greatest mileage is made will be awarded the train.

RULE 3. If a season train is put on and there is no opposing train, it shall be alternated annually between the divisions over which it runs. This to apply to division lines as at present arranged, in accordance with Article 25.

Rule 4. These changes will be made only when runs are rearranged or vacancies occur.

#### ARTICLE 30.

##### *Extra Trains Annulled, Etc.*

RULE 1. When an extra train has been annulled for a period not to exceed five (5) days, the engineer placed on the run shall be entitled to hold it for the fifteen (15) days necessary to elapse from the day that it was first put on before it can be bid in.

RULE 2. If after any job has been bid in, it should be temporarily annulled for a period not to exceed six (6) days, the engineer holding it shall not lose his rights to the job, provided he does not bid in another job during the temporary annulment. The engineer shall be permitted to go on the extra

list during the temporary annulment, but if the annulment exceeds six (6) days, the engineer shall then be required to make a selection.

RULE 3. The above rule, so far as it affects the annulment of a train, shall apply to switching jobs.

#### ARTICLE 31.

##### *Engines in Shop or Disabled.*

RULE 1. When it is necessary to shop an engine assigned to a regular run, the crew of such engine shall be furnished with another engine so that they will not lose any time by reason of regular engine being in shop.

RULE 2. When an engineer calls for another engine on account of the engine he is running being disabled in service, an engine will be furnished him so that he can hold his train.

#### ARTICLE 32.

##### *Miscellaneous.*

RULE 1. On seven-day one-way runs the home terminal shall be designated on the vacancy notice by the first named train.

RULE 2. It is understood that regular extras shall be considered as regular runs.

RULE 3. Engineers on regular runs laying off will report as early as possible before resuming work, but they must report at least twelve (12) hours before the leaving time of their regular train.

RULE 4. A regular engineer may give up his run or job and go on the spare board.

RULE 5. The General Chairman will be furnished with a copy of all decisions and interpretations of the General Manager, General Superintendent and Mechanical Superintendent, based on the schedule, that may be issued from time to time.

#### ARTICLE 33.

##### *Other Power Substituted for Steam.*

RULE 1. Memorandum of agreement made between committee of engineers representing The New York Central and committee of engineers representing The New York, New Haven & Hartford, both represented by Mr. E. W. Hurley and the General Managers of these Companies, as of date November 30, 1906, namely:

RULE 2. That the engineers take positions as engineers of the electric engines or multiple unit trains under the prevailing steam schedule, to be continued until the expiration of thirty (30) days' notice, which may be given by either party after the electric operation is in full effect, with the understanding that at the end of such thirty (30) days' notice, provided it is shown that the opportunity to make mileage on the electric engines and multiple unit trains is more advantageous to the men and to the Company within the same number of hours than on the steam locomotives, then, and in that event, the engineers will grant to the Company or the Company will grant to the men such concessions as are shown to be fair and equitable.

RULE 3. This applies to the initial electric zone as it now exists, from 42d Street to High Bridge and from 42d Street to Wakefield on the New York Central, and from Woodlawn to Stamford on the New Haven.

RULE 4. However, provided this operation is extended beyond said points, High Bridge, Wakefield and Stamford, the same rates and conditions of this agreement will apply to such extensions until otherwise adjusted.

RULE 5. If there is any question as to the date of such commencement of electric operation, the respective committees will agree with the General Managers of the respective companies as to what date shall be considered as the date effective.

#### ARTICLE 34.

##### *Complaints of Engineers as a Body.*

RULE 1. When complaint is made by engineers as a body concerning the personal conduct of any engineer on the system that will reflect discredit or bring disrepute on the engineers as a class, such complaint shall receive attention and a full investigation.

#### ARTICLE 35.

##### *Curtains, Etc.*

RULE 1. Cab spring seats and backs and arm rests shall be furnished for engineers and placed in all engines, including electric locomotives, provided, of course, construction permits.

RULE 2. Side and drop curtains shall be furnished and put in cabs on all engines if requested by the engineers.

RULE 3. Drinking water cans shall be furnished to carry on engines and ice shall be furnished at terminal points during hot weather on request of the engineer.

#### ARTICLE 36.

##### *Passes.*

RULE 1. Engineers shall be furnished with term passes good between all stations on the district on which they work.

#### ARTICLE 37.

##### *Color, Sight and Hearing Test.*

RULE 1. In examining engineers all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this System, and all examinations shall be made under the same circumstances as required in the actual operation of the road.

RULE 2. New men employed as engineers will be required to pass visual, color and hearing tests such as may from time to time be established by the General Manager.

RULE 3. To determine the hearing power of the man, he shall be required to hear ordinary conversation.

RULE 4. Engineers shall be re-examined as often as it is thought necessary by the operating officials under whose jurisdiction they are employed, and shall take this examination at their own expense.

**ARTICLE 38.***Agreed.*

This schedule will go into effect May 14th, 1910, and supersedes all former agreements. No changes will be made in any article of this agreement by either party without giving thirty (30) days' notice in writing.

For The New York, New Haven and Hartford Railroad Company:

*Signed:*

G. W. WILDIN,  
*Mechanical Superintendent.*  
B. R. POLLOCK,  
*General Superintendent.*

*Approved:*

S. HIGGINS,  
*General Manager.*

For the Locomotive Engineers:

*Signed:*

F. S. EVANS,  
*Chairman.*  
J. A. POWELL,  
*Vice-Chairman.*  
L. L. MITCHELL,  
*Secretary.*

**ENGINEERS, PENNSYLVANIA RAILROAD.**

*Regulations and rates of pay for the government of engineers in road and yard service. Rates of pay effective June 1st, 1910. Regulations effective August 1st, 1910.*

The following rates of pay and general rules will apply alike to all territory covered by these regulations, except when otherwise specified, but it is the intention to apply them in such a manner as to neither increase nor decrease any existing higher rates.

**PASSENGER SERVICE.**

In all steam passenger train service, not otherwise specified, one hundred miles or less will constitute a day at the following rate of pay:

<i>Class of Engine.</i>	<i>Rate per Mile.</i>	<i>Overtime Rate per Hour.</i>
All classes .....	4.15 cents.	41.5 cents.

Terminal mileage to and from stations to points relieved or from which engine is taken will be allowed to passenger engineers if the distance exceeds 50/100 of a mile, to be paid for on actual distance at the basic rate of 4.15 cents per mile, except when backout rates are allowed and also where the trip rate or distance already include the terminal mileage. When terminal mileage exceeds the back-out rate, terminal mileage will be paid. When on overtime, back-out rate or overtime will be paid whichever is the greater; but in no case will both be paid at the same time.

Unless otherwise specified, overtime in passenger service will be allowed as follows:

(a) On straight-away or turn-around runs where the single trip exceeds 80 miles, overtime will be paid on a speed basis of 20 miles per hour, each part of the run to be computed separately.

(b) On short turn-around runs, no single leg of which exceeds 80 miles, overtime will be paid for all time actually on duty or held for duty in excess of eight (8) hours, within a period of twelve (12) consecutive hours, and for all time in excess of twelve (12) hours, computed continuously from time required to report for duty until final release at end of last run, deducting all home terminal lay-overs of three (3) or more consecutive hours off duty. It is understood that the eight (8) hour and twelve (12) hour time limits referred to will be automatically increased to the extent of the increased rate paid over the rate produced by multiplying the miles made by the rate per mile.

#### FREIGHT SERVICE.

In all freight service, unless otherwise specified, one hundred miles or less, ten hours or less, will constitute a day at the following rate of pay:

<i>Class of Engine.</i>	<i>Rate per Mile.</i>	<i>Overtime Rate per Hour.</i>
All classes .....	4.85 cents.	48.5 cents.

In freight service, runs of less than 100 miles will be paid as 100 miles, this not to change specified runs. The Superintendent and local committee to agree as to points where extra crews make two or more short runs in continuous service without being entitled to 100 miles for each trip.

#### ROAD AND YARD SERVICE — GENERAL REGULATIONS.

1. Ability, fitness and seniority entitle engineers to promotion as opportunity may offer. The Superintendent shall decide whether the candidate or applicant is qualified therefor. Engineers passed around for promotion will, if they so desire, be informed in writing upon request to the Superintendent the reason for so doing.

2. Regularly assigned engineers will not be used for extra service when competent extra engineers are available, but may fill a temporary vacancy. In passenger service, where there is no extra passenger list maintained or such extra list is insufficient to fill the passenger vacancies, the oldest engineer in turn in freight service, subject to Regulation No. 1, will be used for passenger service. Thirty days or more to be considered a temporary vacancy and to be advertised.

Subsequent vacancies will be filled by the senior engineers making application for same.

Engineers filling such temporary vacancies will be returned to their former positions at the expiration of such vacancy, if they exist.

3. Overtime in passenger, freight and work service will be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

4. Time of engineers will begin when they are required to report for duty and continue until relieved from responsibility of engine at end of last run.

5. Engineers assigned to permanent work, wreck or construction train service will be paid for same on an hourly basis at the overtime rates paid local freight crews, with a minimum of ten (10) hours per day. A minimum of six (6) hours will be allowed for subsequent calls after completion of regular day's work.

Extra work, wreck or construction train service will be paid on an hourly



basis at the overtime rates paid through freight crews, with a minimum of ten (10) hours per day.

At outlying points where no other engineers are available, regular work or wreck train engineers required to protect such trains on Sundays, Holidays, or on days train is cut off will be allowed one-half of a minimum day for each day so held.

Extra engineers sent to outlying points to protect such trains will be allowed one-half of a minimum day for each day so held, in addition to deadhead time to and from such point.

6. Engineers performing irregular service in connection with their regular day's work or held on duty after the completion of their regular day and not used, will be paid miles or hours, whichever is the greater, with a minimum of three (3) hours at the overtime rate of the run in connection with which the service is performed.

When required to go to some point beyond the regular terminal to pick up any part or all of their train, or make side trips in connection with the regular trip, they will be paid miles or hours, whichever is the greater, with a minimum of one (1) hour in addition to the trip rate at the overtime rate of the run in connection with which the service is performed, and time allowed under this rule will extend time of trip accordingly.

When irregular work is performed as a separate service, it will be paid for under the minimum day rule.

7. Passenger engineers required to switch freight cars will be paid actual time made if not covered by the regular trip rate.

8. Freight engineers running light or deadheading under orders on another freight train will be allowed full time; on passenger trains half time and mark up on arrival.

Passenger engineers running light or deadheading under orders, will be allowed full time.

9. Engineers called as witnesses in court in the interest of the Railroad Company or before a coroner's inquest, will be allowed time for same with a minimum of one day; also traveling expenses and board when away from home.

10. Road freight engineers will not be required to switch at the end of their runs where shifting engines are in use, except such switching as may be necessary to put away their trains.

If, in addition, any classification or other switching work is necessary, yard rates will be paid for the time so consumed, exclusive of trip rates.

11. Engineers called to report for duty and through no fault of their own not used as called, will be paid for the time held on duty with a minimum of three (3) hours and stand first out. If used, not less than a minimum day will be allowed and stand last out.

12. When time claimed is not allowed, engineers will be promptly notified in writing and reasons therefor given.

13. A classified roster will be kept at all round-houses on the division under frame, showing the date of promotion to engineers, and will be revised every six months.

14. New runs and permanent vacancies in road, train and yard engine crews will be advertised on the bulletin board for ten days and at the expiration of that time given to the oldest engineer in the service making application in writing, if, in the judgment of the Superintendent, he is qualified therefor.

Failure to make application in writing for a new run or position precludes promotion to that run or position until again vacated.

15. Engineers making application for a new run or vacancy must file the same with the division officer signing the advertisement and will receive acknowledgment from him.

16. In the reduction of force and the re-arrangement of crews consequent thereto, seniority of the men shall govern. If it is necessary for crews to run over two or more divisions, the runs will be allotted fairly between the divisions.

This rule is not to be so construed as to disarrange existing conditions.

17. Regular engineers called to go out ahead of their turn will not be disciplined if not found at their calling places unless previously notified.

18. Engineers will not be suspended nor dismissed from the Company's service without a fair and impartial trial. Neither will they be suspended for minor offenses, pending investigation or decision. Witnesses will be examined separately, but in the event of conflicting testimony, those whose evidence conflicts will be examined together. Engineers will receive ten days' notice prior to the date suspension takes effect.

If called for investigation and found not guilty, they will be allowed lost time, but expenses and board will not be allowed.

If an engineer should consider that an injustice has been done him, he should appeal in writing to his Superintendent within ten days, and, if he desires, may select another engineer to assist him in presenting his case; but such representation shall not necessarily carry with it the sanction of the engineers' committee, nor shall a decision that may be made, adversely affecting some other engineer, prevent the case from being handled subsequently by the engineers' committee.

Replies in writing will be made by officers of the Company when grievances have been presented by the engineers' committee.

The engineers' committee will represent the engineers in all matters pertaining to rates, rules of seniority, rights to runs and general grievances.

19. All extra and pooled engineers will be called when wanted within calling limits where callers are located.

Road passenger and freight engineers on regular runs leaving between the hours of 11.00 P. M. and 7.00 A. M. will be called within calling limits where callers are located.

20. Engineers will be considered in connection with the special duty pertaining to locomotives.

21. Except where pilots are furnished, when an engineer exercises his rights for an inter-divisional run through the advertising system he will be paid one-half time to learn the connecting division. If new runs or additional crews are put on, except where pilots are furnished, full time will be allowed to learn the connecting division. Pay to be based on previous regular service for a specified time to be decided by the Superintendent. Time will not be allowed engineers for posting on their own division, except in case of merger.

22. The present practice in seniority on this division governing engineers will prevail, unless 75 per cent. of the engineers desire a change, such action not to be retroactive.

23. Regular engineers required to do any work outside of their regularly assigned duties will be paid their regular wages, except that when filling positions that pay a higher rate they will receive the higher rate.

24. Engineers should be called as nearly as possible one hour before the time required to report for duty. The caller will be provided with a book in which the men called shall sign their names and the time called. The regular places from which they are to be called should be designated, but permission must be obtained from the round-house foreman or engine dispatcher to be called elsewhere.

25. When engineers have been on duty sixteen consecutive hours, ten hours' rest will be allowed before they are again called for service.

By ten hours' rest it should be understood that this means actual time of rest, due allowance being made for the time consumed in getting to and from the resting place. Additional rest will be allowed when men request the same and conditions warrant it.

26. Engineers will not be disturbed by a call for the purpose of investigation until expiration of time specified for rest, except in cases of emergency.

27. Engineers will, if they so desire, be given a service letter by the Superintendent when leaving the service, which they must sign when presented.

28. A rate sheet will be posted in all round-houses giving the rates of pay of engineers on the various runs.

29. Engineers accepting promotion to official positions may retain their seniority rights.

30. In filling positions that can be taken by permanently disabled engineers, preference will be given to such employees as are capable of performing the service.

31. When two or more divisions are merged, or inter-divisional runs are established, the rights of engineers then in the service will be confined to the original territory on which they shall have earned their seniority. They shall also have seniority rights on the combined division over engineers promoted after date of merger. Engineers promoted after the date of merger will have seniority rights on combined division.

On trains running over more than one division, each division will furnish its proportion of engineers; these engineers to be allotted fairly between the divisions on track percentage according to mileage made.

32. Where there is a diversion of traffic from one division to another, engineers shall have the right to follow such diversion of traffic. They will carry with them no seniority rights over promoted engineers in the seniority district over which the traffic is diverted, but shall hold their seniority rights on the territory from which they were transferred and shall have the privilege of returning to their respective divisions before any others are hired or promoted. It is hereby understood that runs thus diverted shall be subject only to advertisements on the divisions from which they were diverted.

33. Changes in rates will be bulletined.

34. Short freight runs based on less than a minimum day may be combined in any manner that traffic conditions may require, the minimum day rate applying unless the combined rates of the runs exceed the minimum day, in which case they shall be paid the combined rates of the runs made with overtime computed separately for each published run. This rule is not to be construed so as to keep men working on continuous duty away from their home terminal.

35. Crews starting out with or picking up tonnage requiring them to double hills will be paid for the same in addition to trip rate with a minimum of one hour. Time allowed for doubling hills will extend overtime limits proportionately. This rule is not to apply where compensation for doubling is included in the trip rate.

36. Under ordinary conditions it will be the endeavor to so regulate the service that regular engineers can make at least 26 days per month and other engineers 20 days per month, either as engineer or fireman; this not to apply during periods of continued depression, where to do so would work serious hardships to many deserving employees.

37. Engineers will be required to sign for general orders on their own divisions and on such portions of other divisions over which they are qualified by examination or otherwise to run.

38. When examinations are required, officials will arrange as far as practicable for engineers to take same without loss of time, and that written examinations be reduced to a minimum.

39. Effort will be made to reduce lay-overs at other than home terminals to a minimum and road freight engineers will be returned to their home terminal as soon as practicable after rest period has elapsed.

40. Should either the officers of the Company or the engineers desire to change these regulations, thirty (30) days' notice of the desired change will be bulletined and, if appealed, no change will be made until approved by the General Superintendent and the General Manager, and the duly authorized committee representing the engineers shall have been heard. The appeal must be made within thirty (30) days.

#### YARD SERVICE REGULATIONS.

1. The rules for the government of road engineers will govern yard engineers where they apply.

2. Engineers of single-crewed yard engines will report for duty at the appointed time, and will receive one-half hour's pay in addition to regular day's pay for reporting thirty (30) minutes in advance of commencing day's work.

In case of double-crewed engines, if engineers do not relieve each other and the engineer of the next crew is required to prepare his engine, thirty (30) minutes pay will be allowed for same.

3. Regular yard engineers (or extra yard engineers when filling regular assignments), if not notified that they will not be needed, or if worked less than 10 hours, will be paid a minimum of 10 hours unless they discontinue work of their own accord, or are assigned to other duty.

4. One hour, without pay, will be allowed for meals between the hours of 11.00 and 1.00 A. M. or P. M. If not relieved for meals until after 12.30 A. M. or P. M., they will be given thirty (30) minutes within which to eat and be paid for the hour.

Should an engineer be required to remain on the engine during the dinner or supper hour, he will be paid for same and will be required to prepare the engine for service during the hour.

Thirty (30) minutes with pay will be allowed engineers, who during the meal hour, are required to take their engines to the ash pit track or other designated point and return same to switching point, do necessary work and

have engines properly prepared, ready to resume work at the expiration of the hour given balance of crew.

5. Ten hours or less shall constitute a day, overtime at regular hourly rates, to be computed for each employe on basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

6. When yard engineers are required to report for investigation after having finished their work, they shall be given an audience promptly after being relieved. If found not guilty, they will be allowed time held for investigation at their regular hourly rates.

7. Yard engineers will report for duty and be relieved as nearly as practicable at specified points. When not so relieved, they will be considered on duty. Yard engineers waiting at specified relieving points will also be considered on duty.

#### APPLICATION OF SIXTEEN-HOUR LAW.

(a) Under the laws limiting the hours on duty, engineers in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road engineers are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road engineers are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road engineers tied up under the law shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road engineers tied up for rest under the law, and then deadheaded into terminal, with or without engine or caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Road engineers tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard engineers who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

## SPECIFIED RUNS AND RATES OF PAY

## ELMIRA DIVISION

Character of service.	RUNS BETWEEN.	Distance.	No. of trips.	Total mileage.	ALL CLASSES OF ENGINES.		Time limit of run.
					Trip rate.	Overtime rate.	
Local passenger....	Southport and Canandaigua and return.....	140	1	140	\$5 90	\$ .415	.....
" " ....	Southport and Williamsport and return.....	148	1	148	6 41	.415	.....
" " ....	Elmira and Williamsport and return to Southport.....	150	1	150	6 41	.415	.....
" " ....	*Sodus Point and Stanley and return.....	68	1	68	3 01	.415	.....
Through freight....	Ralston and Tyrone.....	99	1	99	5 33	.485	11 hrs.
" " ....	Southport and Ralston and return.....	100	1	100	5 82	.485	12 "
" " ....	Williamsport and Ralston and return.....	48	2	96	5 82	.485	12 "
" " ....	Southport and Williamsport.....	74	1	74	5 33	.485	11 "
" " ....	Southport and Canandaigua.....	70	1	70	5 33	.485	11 "
" " ....	Sodus Pt., Stanley and return.....	68	1	68	5 33	.485	11 "
Local " ....	Southport and Williamsport.....	74	1	74	5 58	.485	11 "
" " ....	Southport and Canandaigua.....	70	1	70	5 58	.485	11 "
" " ....	Stanley and Sodus Point and return.....	68	1	68	5 58	.485	11 "
Miscellaneous service.....	Marah Hill Junction and Penbryn.....				5 33	.485	11 "
Miscellaneous service.....	Pine Valley and Starkey.....				5 33	.485	11 "
					RATES PER HOUR.		
Work Train.....						.485	.....
Extra.....						.485	.....
					B-8 or larger	Smaller than B-8	
Yard.....					.485	.41	.....

\* The minimum passenger day to be applied to crews on this run only on week days when the combined earnings in passenger, freight and yard service do not equal the minimum.

Approved: H. M. CARSON,  
General Superintendent.

H. A. JAGGARD,  
Superintendent.

## SPECIFIED RUNS AND RATES OF PAY

## BUFFALO DIVISION.

Character of service.	RUNS BETWEEN.	Distance.	No. of trips.	Total mileage.	ALL CLASSES OF ENGINES.		Time limit of run.
					Trip rate.	Overtime rate.	
Through passenger.	Buffalo and Renovo.....	166	1	166	\$6 89	\$ .415	.....
" " ....	Buffalo and Oil City.....	138	1	138	5 90	.415	.....
Local " ....	Buffalo and Emporium Junction.....	121	1	121	5 26	.415	.....
" " ....	Buffalo and Olean.....	70	1	70	3 26	.415	.....
" " ....	Buffalo and East Aurora.....	17	1	17	83	.415	.....
" " ....	Olean and Ridgway and return.....	134	1	134	5 66	.415	.....

## SPECIFIED RUNS AND RATES OF PAY.

## BUFFALO DIVISION — (Continued).

Character of service.	RUNS BETWEEN.	Distance.	No. of trips.	Total mileage.	ALL CLASSES OF ENGINES.		Time limit of run.
					Trip rate.	Over-time rate.	
Local passenger....	Rochester and Olean, including Nunda.....	110	1	110	\$4 87	\$ .415	.....
" " .....	Rochester and Olean.....	106	1	106	4 87	.415	.....
" " .....	Rochester and Nunda and return.....	102	1	102	4 67	.415	.....
" " .....	Buffalo and Oil City.....	138	1	138	5 90	.415	.....
" " .....	Corry and Oil City.....	102	Mi. or less	4 67	.415	.....	.....
Passenger helper....	Buffalo and Machias Junction and return.....	100	Mi. or less	4 15	.415	.....	.....
" " .....	Buffalo and Franklinville and return.....	100	1	100	4 15	.415	.....
Through freight.....	Buffalo and Olean and return.....	138	1	138	6 92	.49	14 hrs.
" " .....	*Oil City and Buffalo.....	136	1	136	6 79	.485	14 "
" " .....	*Buffalo and Siverly.....	142	1	142	6 89	.485	14 "
" " .....	Buffalo and Emporium Junction.....	119	1	119	5 83	.49	12 "
" " .....	Rochester and Olean.....	106	1	106	5 38	.49	11 "
" " .....	Olean and Emporium Junction and return.....	106	1	106	5 34	.49	11 "
" " .....	Buffalo and Olean.....	69	1	69	4 88	.49	10 "
" " .....	Buffalo and Machias Junction and return.....	84	1	84	4 88	.49	10 "
" " .....	Rochester and Mt. Morris and return.....	74	1	74	4 88	.49	10 "
" " .....	Buffalo and Brocton and return.....	98	1	98	4 88	.49	10 "
" " .....	Brocton and Oil City.....	87	1	87	4 88	.49	10 "
" " .....	Oil City and Corry and return.....	87	1	87	4 88	.49	10 "
" " .....	Buffalo and Olean, including Lackawanna.....	83	1	83	4 88	.49	10 "
" " .....	Buffalo and Machias Junction and return, including Lackawanna.....	98	1	98	4 88	.49	10 "
Local freight.....	Rochester and Olean.....	106	1	106	5 38	.49	11 "
" " .....	Buffalo and Olean.....	69	1	69	4 88	.49	10 "
" " .....	Rochester and Mt. Morris and return.....	74	1	74	4 88	.49	10 "
" " .....	Rochester and Olean, including Nunda.....	110	1	110	5 82	.485	12 "
" " .....	Rochester and Olean.....	106	1	106	5 82	.485	12 "
" " .....	Olean and Clermont and return.....	82	1	82	5 82	.485	12 "
" " .....	Buffalo and Olean.....	69	1	69	5 82	.485	12 "
" " .....	Emporium Junction and Olean.....	53	1	53	5 82	.485	12 "
" " .....	Oil City and Corry and return.....	87	1	87	5 82	.485	12 "
" " .....	Corry and Boston and return.....	86	1	86	5 82	.485	12 "
" " .....	Buffalo and Brocton and return.....	98	1	98	5 82	.485	12 "
Freight helper.....	Keating Summit and Wright's and return.....			10	RATES PER HOUR.		.....
" " .....	All other freight helpers.....					.52	.....
Work train.....	Permanent.....					.49	.....
" " .....	Extra.....					.485	.....
Yard.....	All yards.....				B-8 or larger	Smaller than B-8	.....
					.435	.41	.....

\* One hour's additional pay will be allowed when Corry or Spartansburg Hill is doubled and no over time accrues.

For turning train on "Y" at Buffalo, engineers will be paid eleven and seven-tenths (11.7) cent.

Approved: R. L. O'DONNEL,  
General Superintendent.  
GEO. B. BEALE,  
Superintendent.

## SPECIFIED RUNS AND RATES OF PAY.

## ALLEGHENY DIVISION.

Character of service.	RUNS BETWEEN.	Distance.	No. of trips.	Total mileage.	ALL CLASSES OF ENGINES.		Time limit of run.
					Trip rate.	Over-time rate.	
Through passenger.	Pittsburgh and Titusville. ....	151	1	151	6 27	.415	.....
"	Pittsburgh and Oil City. ....	134	1	134	5 56	.415	.....
Local	Pittsburgh and Emlenton and return.	182	1	182	7 55	.415	.....
"	Pittsburgh, S. K., and Phillips-ton and return.	147	1	147	6 10	.415	.....
"	Pittsburgh and Kittanning. {	45	3	184	7 64	.415	.....
"	Pittsburgh and Kittanning and return.	46.3					
"	Pittsburgh and Kittanning and return.	91	1	91	3 78	.415	.....
(Sunday) .....	Pittsburgh and Kittanning and return.	91	1	91	4 62	.415	.....
Local passenger. ....	Oil City and Olean. ....	117	1	117	5 00	.415	.....
"	Oil City and Warren and return.	111	1	111	5 00	.415	.....
"	Bradford, Riverside Junction and Olean. ....			102 or less	4 67	.415	.....
"	Phillipston and Driftwood. ....	113	1	113	4 69	.415	.....
"	Phillipston and DuBois and return.	136	1	136	5 64	.415	.....
"	New Bethlehem and Driftwood return.	179	1	179	7 43	.415	.....
"	Brookville and Driftwood and return.	137	1	137	5 69	.415	.....
Through freight. ....	Pittsburgh and Oil City. ....	130	1	130	6 79	.485	14 hrs.
"	Pittsburgh and DuBois. ....	126	1	126	6 79	.485	14 "
"	Pittsburgh and Red Bank and return.	122	1	122	6 79	.485	14 "
"	Phillipston and Driftwood. ....	112	1	112	6 30	.485	13 "
"	Oil City and Olean. ....	116	1	116	5 82	.485	12 "
"	Warren and Olean and return.	121	1	121	5 98	.50	12 "
"	Kiskiminetas Junction and Oil City. ....	104	1	104	5 58	.485	11½ "
"	Falls Creek and Driftwood and return.	94	1	94	5 33	.485	11 "
"	DuBois and Driftwood and return.	89	1	89	5 33	.485	11 "
"	Phillipston and Oak Ridge and return.	51	1	51	4 85	.485	10 "
"	Phillipston and DuBois. ....	68	1	68	4 36	.485	9 "
"	Kiskiminetas Junction and Phillipston and return.	74	1	74	4 12	.485	8½ "
"	Pittsburgh and Phillipston. ....	63	1	63	3 39	.485	7 "
"	Pittsburgh and Red Bank. ....	61	1	61	3 39	.485	7 "
"	Red Bank and Oil City. ....	69	1	69	3 39	.485	7 "
"	Phillipston and Oil City. ....	67	1	67	3 39	.485	7 "
"	Phillipston and Venango. ....	56	1	56	2 91	.485	6 "
"	Du Bois and Driftwood. ....	44	1	44	2 67	.485	5½ "
"	Pittsburgh and Kittanning. ....	42	1	42	2 42	.485	5 "
Local	Pittsburgh and Phillipston. ....	63	1	63	5 83	.49	12 "
"	Pittsburgh and Red Bank. ....	61	1	61	5 83	.49	12 "
"	Phillipston and Kiskiminetas Junction and return.	74	1	74	5 83	.49	12 "
"	Phillipston and Ford City and return.	50	1	50	5 83	.49	12 "
"	Phillipston and Oil City. ....	66	1	66	5 83	.49	12 "
"	Phillipston and Summerville and return.	73	1	73	5 83	.49	12 "
"	Phillipston and DuBois. ....	68	1	68	5 83	.49	12 "
"	DuBois and Driftwood and return.	89	1	89	5 83	.49	12 "
"	Kittanning and Kiskiminetas Junction and return. ....	32	1	32	5 83	.49	12 "
"	Oil City and Red Bank. ....	69	1	69	5 83	.49	12 "
"	Oil City and Kinzua. ....	69	1	69	5 82	.485	12 "



## SPECIFIED RUNS AND RATES OF PAY.

## ALLEGHENY DIVISION — (Continued).

Character of service.	RUNS BETWEEN.	Distance.	No. of trips.	Total mileage.	ALL CLASSES OF ENGINES		Time limit of run.
					Trip rate.	Overtime rate.	
Local freight.....	Oil City and Irvineton and return.....	100	1	100	\$5 82	\$ .485	12 hrs.
" ".....	Olean, Bradford and Kinsua.....	65	1	65	5 82	.485	12 "
" ".....	Other local freight runs.....	Less than	120	5 82	5 82	.485	12 "
Mixed.....	Kinsua and West Line and Gates.....		2	54	5 82	.485	12 "
".....	Sligo and Lawsonham and return.....	20.4	2	40.8	5 83	.49	12 "
Work train.....	Permanent.....				RATES PER HOUR.		
".....	Extra.....					.49	
						.485	
					B-8 or larger.	Smaller than B-8.	
Yard.....	All yards.....				.435	.41	

Approved: R. L. O'DONNELL,  
*General Superintendent.*  
 JAMES BUCKELEW,  
*Superintendent.*

## ENGINEERS, STATEN ISLAND RAILWAY.

*Rules and rates of pay for Engineers employed on the B. and N. Y., S. I. R. T. and S. I. Railway. Effective December 1st, 1909.*

## ARTICLE 1.

*Rate of Pay.*

Passenger and construction trains, three dollars eighty-five (\$3.85) cents per day; overtime at the rate of thirty-eight (38 cts.) cents per hour.

Road freight and yard engines, three dollars seventy (\$3.70) cents per day; twenty (20 cts.) cents per day to be added for hostling engines; overtime at the rate of thirty-seven (37 cts.) cents per hour.

## ARTICLE 2.

Permanent vacancies on regular runs and positions will be advertised on bulletin board for a period of seven days and filled by oldest qualified applicant.

## ARTICLE 3.

Engineers absent by permission and proper authority when returning will have the right to displace younger engineers from runs if such have been bid in during their absence.

**ARTICLE 4.**

Time shall be computed thirty (30) minutes before engine is ordered to leave any terminal point, which are: St. George, Clifton, South Beach, Arlington, Tottenville, Cranford Junction.

**ARTICLE 5.**

The dinner or supper hour in freight service shall be between 11.30 and 1.30 day or night. If engine has to work during that time Engineer shall be paid one (1) hour overtime and allowed thirty-five (35) minutes to eat dinner or supper. Engineer shall not be required to do any work in dinner or supper hour.

**ARTICLE 6.**

Rules and conditions of employment to continue as at present except as specifically changed by this agreement.

**ARTICLE 7.**

Over thirty (30) minutes, one hour overtime shall be paid.

**ARTICLE 8.**

An engineer called for work and there being no work to keep him in service, shall be allowed one-half ( $\frac{1}{2}$ ) day's pay, except Pay Car or Special Train, one day to be allowed.

**ARTICLE 9.**

Overtime for each day shall be computed separately.

**ARTICLE 10.**

Engineers in combined passenger and freight service shall be paid passenger rates.

**ARTICLE 11.**

Engineers will not be suspended except pending investigation, or discharged without a proper investigation which shall be made in at least six (6) days and decision rendered in ten (10) days during which if he so desires, he may have present an engineer from his division as witness to the investigation. He may also have present any actual witness of the cause being investigated, except discharged employees, and found blameless will be allowed full pay for time lost.

**ARTICLE 12.**

Qualifications being equal the oldest man shall have the preference of runs.

**ARTICLE 13.**

Vacancies on regular runs and regular extra runs will be advertised on bulletin board for a period of seven days. All runs shall be considered vacant at the Spring and Fall change of time table. An extra run that has been on ten (10) days shall be advertised as a regular run and awarded to oldest applicant.

ARTICLE 14.

An engineer being awarded an advertised run shall not be deposed except said senior run has been taken off. If a regular run is vacant from sickness or any other cause for a period of thirty (30) days it shall be advertised for a period of seven (7) days, and awarded to the senior engineer bidding it in.

ARTICLE 15.

Engineers receiving orders to discontinue reporting for a run and not marked up for other work that they are entitled to shall be allowed one (1) day's pay for reporting to the office. Providing Master Mechanic has had ample time to arrange for other work.

ARTICLE 16.

Extra men will report at M. M. office once each day, and ask permission to be absent from home.

ARTICLE 17.

No engineer shall be required to bid for advertised runs. Can stay on extra list if he chooses.

ARTICLE 18.

An extra engineer holding a run shall not be deposed by an older extra man when there is other work to be had.

ARTICLE 19.

Engineers shall be paid time lost while attending Court on Company business.

ARTICLE 20.

When the service on time slip is not allowed it shall be returned to man making it with reason for not allowing it.

ARTICLE 21.

If ordered out from St. George terminal after 6 P. M. so that engine crew cannot get back within the sixteen (16) hour law will be allowed extra day's pay.

ARTICLE 22.

All questions and matters pertaining to engineers shall be handled by the B. of L. E. committee (employees of this company).

ARTICLE 23.

This agreement to be in effect one year from day of signing, and thereafter subject to a thirty days' notice in writing from either party.

O. K.

P. H. C.

For the Company,

GEO. F. CAMPBELL,

*Vice-President.*

O. K.

J. H. C.

For the Engineers,

A. LARKIN.

December 10, 1909.

**ENGINEERS, ULSTER & DELAWARE RAILROAD.***Rates of pay for enginemen and rules governing same.*

RODOUT, N. Y., May 1st, 1910.

**TO ALL CONCERNED:**

The following schedule of rates of pay for Enginemen and rules governing same will be effective May 1st, 1910.

**A DAY'S WORK.**

Eleven hours or less, 100 miles or less, will constitute a day's work in Passenger Service, Freight Service (including Milk Trains), and Helper Service.

Eleven hours or less will constitute a day's work on the Hunter Branch, in Work Train Service and in Yard Service.

**OVERTIME.**

Runs over 100 miles will be paid for at the rates specified in the schedules. Overtime will be paid after 11 hours at the rates specified in the schedules.

For fractions of an hour, 30 minutes or more will be counted as one hour; less than 30 minutes will not be counted.

**RATES.***For Passenger Service.*

100 miles or less .....	\$3.75 per day
Over 100 miles and not more than 150 miles .....	3.97 per day
Over 150 miles and not more than 200 miles .....	5.00 per day
Over 200 miles .....	5.70 per day
Overtime .....	.40 per hour

*For Freight Service (Including Helpers and Milk Trains).*

100 miles or less .....	\$3.75 per day
Over 100 miles .....	3.97 per day
Overtime .....	.40 per hour

*For Work Train Service.*

\$3.75 per day.

Overtime 40 cents per hour.

*For Hunter Branch and Yard Service.*

\$3.50 per day.

Overtime 40 cents per hour.

**RULES.**

In all cases the time of Enginemen will begin when called, or as soon thereafter as he has signed the register, and end at the time he is relieved from the care of his engine at the terminal.

Enginemen performing two or more classes of service in one day will be paid at the rate applying to the highest class of service performed.

A minimum allowance will be made of one full day for deadheading on freight trains, and of one half day for deadheading on passenger trains, at the rate allowed for the service on account of which they are deadheaded.

Enginemen called for duty and not employed will receive one half day's pay if held for less than 6 hours, and one full day's pay if held 6 hours.

Enginemen attending Court or Coroner's inquest for the Company, or engaged in any other work assigned to them by the Company, will receive \$3.75 per day, together with necessary expenses.

One hour overtime will be allowed for each ten miles, or fraction of ten miles, covered by way freight trains and milk trains in doubling hills, and the same allowance will be made for coal trains, and helper engines on coal trains between Oneonta and Grand Hotel Station, in doubling hills more than once.

When a crew with a regularly assigned run is called upon to make an additional run the same day, one half day's extra pay will be allowed for a run of 50 miles or less, and one full day's pay for a run of more than 50 miles. Crews working on the Stony Clove & Kaaterskill Branch will not be regarded as having regularly assigned runs on the Branch.

When runs terminate at Phoenicia, Arkville, Hunter, or Kaaterskill, and Enginemen are required to do necessary work on engines after the termination of their runs, they will be allowed 40 cents per hour. Thirty minutes or more will be counted as one hour; less than thirty minutes will not be counted.

Enginemen on Yard Engines will be allowed one hour for meals between the fifth and seventh hours from the time of starting work. If required to work 15 minutes of the meal hour one hour overtime will be allowed, and 30 minutes will be allowed for meal hour as soon as possible.

Yard Engines will not be required to work outside of the Yard Limits except in the case of Kingston Yard, where the Yard Engine may be required to work between Rondout and Kingston and to take and place cars on the Higginsville switch and the New York, Ontario & Western interchange track; and in the case of Rondout Yard, where the Yard Engine may be required to take and place cars on Staples' Mill switch. If required to work outside of Yard Limits Enginemen will receive pay at the rate prescribed for the service performed.

Enginemen on Hunter Branch will work on Hunter Branch and may be required to work between Kaaterskill Junction and Stony Clove. If required to run to Tannersville or Edgewood, or points beyond, they will receive pay at the rate prescribed for the service performed.

Enginemen having regular passenger runs of over 150 miles will be entitled to 5 days per week, and Enginemen having regular passenger runs of 150 miles or less will be entitled to 6 days per week. They may be called for additional service when necessary, time not to be deducted thereafter.

Enginemen will be allowed 30 minutes after the time called to get their engines ready, and will not be called upon to do any work before that time.

At Rondout and Oneonta Enginemen will not be required to inspect engines at the end of run, oil tank truck boxes, engine truck cellars, fill grease cups on pins, and clean or fill headlights, markers and classification lights. At other points Enginemen will be responsible for the proper oiling and inspection of their engines and care of signal lights.

Enginemen longest in service, when qualified, will be given preference as to runs and work.

Enginemen when not employed as enginemen will be given preference of firing.

Enginemen may lay off in slack times if they so wish.

When a reduction in business requires a reduction in the number of enginemen employed, the force will be reduced in the order in which the men stand on the roster, the last engineman promoted being the first to be relieved.

Enginemen will not be disciplined without a proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, be allowed to choose some engineman in good standing to represent them on Boards of Investigation, and may be present to hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of Enginemen who have suffered suspension and found blameless will remain as previous thereto and they will be paid for lost time. Enginemen to be notified of cause and length of suspension.

A roster of Enginemen will be kept at Oneonta and Rondout for inspection at all times.

E. COYKENDALL,

*General Superintendent.*

#### **FIREMEN, BOSTON & MAINE RAILROAD.**

[Agreement of Feb. 1, 1907, was printed in annual report for 1907, p. 529.]

*Rules applicable to firemen. In effect July 1, 1910.*

#### **ARTICLE 1.**

#### *Rates of Pay.*

CLASS OF ENGINE.	THROUGH FREIGHT, 100 MILES OR LESS, TEN HOURS OR LESS TO CONSTITUTE A DAY.		LOCAL FREIGHT, 75 MILES OR LESS, TEN HOURS OR LESS TO CONSTITUTE A DAY.		
	Per day.	Overtime.	Per mile.	Per hour.	Per mile.
Consolidation type.....	\$2 90	.29	.029	.387	.0387
Other than consolidation, 57 tons or over....	\$2 75	.275	.0275	.366	.0366
Less than 57 tons .....	\$2 60	.26	.026	.347	.0347
Passenger service .....	100 miles or less, 10 hours or less, to constitute a day.				
Consolidation type.....	\$2 90	.29	.029		
70 tons or over .....	\$2 60	.26	.026		
Less than 70 tons .....	\$2 40	.24	.024		
Switching service .....	10 hours or less to constitute a day.				
Consolidation engines 70 tons or over.....	\$2 90	.29			
All other engines .....	\$2 20	.22			

Local freight rates will apply to wreck trains.

Switching rates will apply to engines spotting cars in pit.

Freight rates will apply to engines in all other classes of service not specified.

One-half mileage will be allowed for deadheading.

## ARTICLE 2.

### *Working in House.*

SECTION 1. Firemen, working in the engine house, will receive \$2.50 per day for ten hours or less, and will not be required to do work other than that pertaining to duties of firemen.

SECTION 2. When working in the house and on the road the same day, ten miles per hour will be allowed for time worked in the house, it being understood, however, if assigned from the house to cover a regular run, the compensation of the regular man will be allowed in addition.

## ARTICLE 3.

### *Pay for Varied Service.*

SECTION 1. When a fireman is called from yard to road service or vice versa, he will be paid for each class of service as per Article 1, except as provided in Articles 10, 13 and 14.

SECTION 2. In either yard or road service, when more than one class of engine is used, the higher rate will prevail.

## ARTICLE 4.

### *A Day's Work.*

SECTION 1. Time will begin thirty minutes prior to the ordered or scheduled departure from the engine house, and end when engine is delivered in the engine house, or into the care of some person appointed to take charge of the same at end of the trip.

### *Overtime.*

SECTION 2. Overtime will be computed on the basis of ten miles per hour. Twenty-nine minutes or less will not be counted; over twenty-nine minutes, one hour, and so on for each additional hour. Overtime to be allowed instead of miles when the hours exceed the miles.

## ARTICLE 5.

### *Pay While Attending Court, Etc.*

SECTION 1. Firemen, attending court, inquests, taking final examinations, etc., by order of the proper official, will not be subject to any loss of time or compensation. If called upon during their lay-off day and not required to leave their home terminal they will receive one-half day for five hours or less; over five hours, one day. If away from home terminal, full time to be allowed. Progressive examinations will be arranged so that firemen will not lose any more time than is necessary.

SECTION 2. The rate of pay on lay-off day will be \$2.50 per day, and if held away from home, legitimate expenses in addition.

## ARTICLE 6.

*Constructive Mileage.*

Mileage of all freight trains, each way, Springfield to White River Junction, and round trips Northampton and Oakdale, Woodsville and Berlin, Newport and Woodsville, Lyndonville and White River Junction, shall be 150 miles; overtime after fourteen hours and twenty-nine minutes. Article 26 will be applicable to trains herein specified.

## ARTICLE 7.

*Doubling Hills.*

Firemen, going after coal or water while on the road, doubling hills on account of conditions beyond their control, will be allowed the mileage thus made in addition to the trip.

## ARTICLE 8.

*Figuring Mileage.*

All road mileage, unless otherwise specified, will be based on actual distance given in the official time table, and all fractional mileage will be accumulative. At points to be agreed upon, terminal mileage will be allowed and considered the same as road mileage.

## ARTICLE 9.

*Relieved En Route.*

SECTION 1. Firemen, failing to complete day's work on account of sickness or any other cause of their own, will receive actual time of mileage.

SECTION 2. The jobs of firemen obliged to give up their run on account of causes beyond their control, will be covered as the occasion may demand, and thereafter be covered from the board at their home terminal, the regular man, when he resumes work, will take it at that point.

## ARTICLE 10.

*Switchers Doing Road Work.*

Firemen on switching engines running regular trains or doing road work will be paid road rates.

## ARTICLE 11.

*Firemen Hostling.*

Firemen will not be called upon to act as hostlers only in case of emergency and will be relieved, upon request, after three (3) consecutive days' service, and will receive \$2.50 per day of ten hours.

## ARTICLE 12.

*Emergency Work.*

SECTION 1. In case of emergency, regular firemen, when called upon to do extra work while en route, between their scheduled trips, or before registering off duty, will be allowed fifty miles for fifty miles or less, or five hours for five hours or less; over fifty miles or five hours will be paid as per Article 1. It being understood, however, that only ten miles or one hour will be allowed



for less than ten miles or one hour. Time consumed in doing emergency work en route will be deducted from overtime made outside of scheduled or assigned run. If called after registering off duty, or during their lay-off, they will be paid full time.

SECTION 2. Regular men will not be called upon to do extra work when extra men are available on the division, except in case of emergency.

#### ARTICLE 13.

##### *Calling Extra Men.*

SECTION 1. Firemen on the extra list will stand first in, first out, and will be called in the same order, provided that the calling of firemen of less than three months' road experience for through passenger trains shall be left to the discretion of the Company.

They will be required to live within one mile of engine house unless proper arrangements are made to be called over the telephone, in which case they will be required to live where they can respond to call at any time, the same as if within the one mile limit. Firemen will be permitted to report on or off duty by telephone. Callers will be provided with books showing when and for what trains and engines called, which firemen will be required to sign when called.

##### *Calling Regular Men.*

SECTION 2. Regular men will be called for trains leaving between 11 P. M. and 7 A. M., if requested.

##### *Extra Men Covering Regular Runs.*

SECTION 3. When extra firemen are called in regular order, to cover a regular run, they will remain on same until relieved by the regular man, or the run is otherwise disposed of according to the rules.

In the event of the regular man not performing duty after reporting for such, the extra man holding the run prior will again revert to same. Dead-heading made necessary will not be allowed.

##### *Regular Men Laying Off.*

SECTION 4. Regular men laying off must notify those in charge at least twelve hours previous to reporting for duty.

When an extra man is covering a regular man's run and the regular man reports for work, the extra man will be placed on the board according to the time of registering in at his home terminal, and notified under same conditions as when called for duty.

##### *List of Extra Men.*

SECTION 5. A list of extra men will be kept posted in a conspicuous place in the engine house, showing the order in which they are subject to call, also the order and runs to which they have been assigned.

##### *Temporary Leave of Absence.*

Extra firemen on call will, upon request, be allowed a leave of absence of as many hours as consistent with their position on the list, and if not needed before the leave of absence expires, will retain their position.

*Transferring Extra Men.*

SECTION 6. When necessary to transfer extra men from their home terminal to increase the force of extra men at other points on the division, the oldest man will be given the preference. If none express a desire to transfer, the youngest man will be taken. When sent away from their home terminal, they will be given an opportunity to return when younger men are assigned to the extra list at that point. This will not apply when filling temporary vacancies occasioned by men laying off.

*Reduction of Force.*

SECTION 7. In the event of a surplus of extra men and firemen at any point, through no fault of their own, failing to average 600 miles for two consecutive weeks, the force will be reduced immediately.

SECTION 8. When the force of extra men is reduced, the same will be done in reverse order of seniority; the firemen thus suspended will retain seniority rights, and will be given preference for employment accordingly on their respective divisions, provided they report for work within fifteen days after being notified.

*Short Mileage.*

SECTION 9. When called for road service and short mileage is made, if requested, firemen will remain at the engine house for further mileage to complete the day. Sixty miles or more, six hours or more, will not be considered short mileage. If at the expiration of six hours they are not required to render further service they will be allowed to register off duty. It is understood that firemen cannot be called for runs of sixty miles or more, and further mileage, unless there is certain further mileage in sight and so notified at time the men are called.

## ARTICLE 14.

*Pay When Train is Canceled.*

SECTION 1. Firemen, accepting call, or reporting for duty at home terminal and train is canceled, unless otherwise used, will receive three hours' pay as per class of service called for; they will, if extra men, stand first out. If they get engine ready and across turntable or into yard, they may be diverted to other service as per Article 13, Section 9; otherwise they will receive a road day's pay.

SECTION 2. Firemen reporting for temporary vacancies at other than home terminal will receive not less than one day's pay for each 24 hour period or fraction thereof; mileage for deadheading will not be allowed (24 hour period to commence from time of being required to leave home terminal).

SECTION 3. Firemen, called to fill temporary vacancies, will be allowed to return to home terminal and report for duty before being assigned to another job, other than that called for, unless there are no spare men on the board at home terminal at the time he would be called or notified to cover the other run.

## ARTICLE 15.

*Time Not Allowed.*

In case time is not allowed as per time slip, the firemen affected will be notified within ten days of action taken.

## ARTICLE 16.

*Cleaning.*

SECTION 1. Firemen will be relieved from all cleaning of tanks, flues and flue sheets, scouring of brass, painting of boiler heads, stacks, smoke arches and front ends, and from all cleaning on Consolidation engines.

SECTION 2. Firemen on switching and work train engines and engines that do not put up or turn at points designated in Article 17 will be required to keep engines clean above footboards, both inside and outside of cab, clean bell and numbers on number plate. (Inside of cab will include windows, boiler head and fixtures thereon.)

SECTION 3. Firemen on engines running through Hoosac Tunnel and other engines not specified will be relieved from all cleaning except inside of cab.

*Shoveling Over Coal.*

SECTION 4. At points where engines are delivered to hostlers or caretakers, firemen will be relieved from shoveling coal ahead from rear of tender.

*Engine Equipment.*

SECTION 5. All engines will be equipped with proper gauge lights, lanterns, flags, firing tools, water coolers, back curtains, side curtains between November 1st and April 1st, wet-down hose (excepting old engines which are not piped for same), and foreman will supply those missing, upon request.

## ARTICLE 17.

*Hostlers Where Provided.*

SECTION 1. Hostlers will be provided at Boston, Fitchburg, East Deerfield, Troy, Mechanicville, Rotterdam, Bellows Falls, Worcester, Nashua, Rochester, Springfield, Northampton, Portland, Manchester, Concord, West Lebanon, Woodsville, Lyndonville, Newport, Sherbrooke, Plymouth, Greenfield, Ayer, Lowell, Salem, Portsmouth and Lawrence.

SECTION 2. At points where hostlers are provided firemen will be exempt from cleaning fires, sparking, taking fuel, water, sand, filling signal lamps, headlights and reflectors, and from care of engine after it is delivered on designated track near engine house.

*Cleaning Fires.*

SECTION 3. When firemen are required to clean fires, they will be allowed one hour for same in addition to regular day's pay.

*Assistance Shoveling Coal En Route.*

SECTION 4. On through passenger runs en route, at points to be designated by the Management, men will be furnished to assist firemen to shovel coal ahead from rear of tender.

## ARTICLE 18.

*Rest.*

SECTION 1. Firemen who have been on duty sixteen consecutive hours shall not be called for service until they have been off duty ten hours, except in case of emergency.

SECTION 2. On regular runs where the time is computed separately in each direction, if held at other than their home terminal for rest, they will be allowed to deadhead to their initial point and will receive compensation for same.

SECTION 3. On freight runs where the time is computed separately in each direction, if held at other than their home terminal, they will be paid after ten hours, as per class of engine employed. (This will not apply to runs that are scheduled for a layover of more than twelve hours.)

## ARTICLE 19.

*Meal Hour for Switchers.*

Firemen on switching engines will be allowed one hour for meals, to commence not earlier than four and one-half hours, or end later than six and one-half hours after regular time of commencing work with crew.

If required to work during the time specified, thirty minutes will be allowed for meals with one hour additional pay.

Firemen will not be required to work a longer period than six hours without being allowed thirty minutes for lunch.

## ARTICLE 20.

*Filling of Vacancies.*

SECTION 1. Vacancies in all runs will be filled in order of seniority, everything else being equal, within twenty days; to be advertised within five days, for ten days, on the bulletin boards of the division and assigned within five days thereafter.

*Yard Service Rights.*

SECTION 2. Firemen, who have had less than three years' road experience, remaining in yard service for two consecutive years, will lose seniority rights. Firemen will not be permitted to enter, or remain in yard service six months prior to the time of being given the final examination for promotion, or after having taken them. This will not apply to demoted men.

Firemen in yard service will, upon request, be assigned to the extra list in preference to younger men. Time on the extra list will be classed as road experience.

*Runs Not Bid In.*

SECTION 3. In the event of a run being advertised and not bid in, it will be re-advertised every twenty days, it being considered a vacant run until bid in; the fireman, covering said run, will be relieved each time it is advertised.

*New Runs.*

SECTION 4. When a new run is arranged and evidently to be continued for more than thirty days, it will be immediately advertised; otherwise, it will not be advertised until it has continued thirty days.

*Temporary Runs.*

SECTION 5. All new runs will be advertised as temporary (except where it is evident they are to be permanent). When a temporary run is continued after a change of time table it will be readvertised as permanent.

NOTE.—A Switcher will be considered as a run.

## ARTICLE 21.

*Changes in Runs.*

SECTION 1. When a run, exclusive of temporary run, is discontinued, initial point changed, extended so the time is computed separately in each direction, length of day increased two hours or more, earnings decreased two hours or more, the scheduled or ordered initial time changed two hours or more, firemen thus affected may give up the run and exercise seniority rights, if done within ten days.

*Temporary Runs Discontinued.*

SECTION 2. When a temporary run is discontinued, the fireman will revert to the extra list and will have the right to assign himself to any extra list on the division where younger men are assigned. When a fireman on a temporary run is displaced through seniority, he may exercise his seniority rights.

*Notice of Displacement.*

SECTION 3. Firemen will not be displaced until they have been given at least ten hours' notice, or upon return from their trip; after being displaced they will give notice of choice of runs to the Master Mechanic or his representative, and will be assigned as soon as consistent thereafter or not later than forty-eight hours. If not so notified and assigned, they will be paid for all time lost.

*Order of Freight Runs.*

SECTION 4. When two or more regular through freight runs are arranged, they will be run first out, first in, as far as possible, and will be designated in numerical order when advertised. When permanent changes are made affecting the order of runs, the fireman on same may give up the run and exercise seniority rights on the division.

*Regular Week's Work.*

SECTION 5. When a regular run is annulled with the exception of holidays and emergency, to the extent that the fireman is unable to earn six hundred miles per week for two consecutive weeks, the fireman holding the run may give it up and exercise seniority rights.

In the event of a run being given up, it will be covered daily from the extra list, until such time as it will average six hundred miles per week, when it will be re-advertised.

*Diverting Regular Men.*

SECTION 6. When regular firemen are diverted from their assigned run, except in case of promotion, they will not be subject to any loss of time or compensation.

## ARTICLE 22.

*Seniority.*

SECTION 1. Firemen will be placed on the seniority list in the same order in which they are hired, and assigned to the service, and will be given precedence accordingly, in all matters pertaining to seniority.

*Examinations for Promotion.*

SECTION 2. Firemen will be examined and promoted according to seniority, everything else being equal.

Firemen who have been in the service one year will be given the first year progressive examination, and if they fail to pass, will be given a second trial upon request, within thirty days.

Firemen who have been in the service two years, will be given the second year progressive examination, and if they fail to pass will be given another trial upon request, within sixty days.

Firemen failing to pass the first or second year progressive examinations upon second trial, or failing to make request for second trial within the time specified, will be dismissed from the service.

Firemen, who have been in the service four years, will be given the final mechanical examination for promotion and if they fail to pass will be given a second trial, upon request, within six months.

Firemen, failing to pass the final mechanical or train rules examination upon second trial, will be relegated to the foot of the seniority list. Firemen, declining to take examinations when due, or failing to make request for second trial, within the time specified, will be considered as having failed to pass.

*Promotion Rights. Defective Vision.*

SECTION 3. If through no fault of their own, firemen are unable to take examinations when due, they will retain seniority rights. Those who qualify for promotion, with the exception of vision and hearing, will retain their seniority rights as firemen.

*Promotion.*

SECTION 4. (A) Firemen will be promoted according to the order in which they complete the final examinations for promotion (vision and hearing not included), provided that examinations have been given as per Section 2, and will hold their same relative standing on the engineer's list.

*Certificate.*

(B) Upon the completion of the final examinations, firemen will be given a certificate of qualification showing date examinations were completed and percentages allowed.

*Rights During Absence.*

(C) No fireman shall be deprived of his right to examination or promotion because of any failure to take his examination by reason of the requirements of the company's service, by sickness, or by other proper leave of absence, provided, that upon his return he shall be immediately required to take examination and accept proper assignment.

(D) If for any reason the senior eligible firemen are not available and a junior qualified fireman is used out of his turn, whatever standing the junior fireman establishes shall go to the credit of the senior eligible fireman. As soon as the senior fireman is available he shall displace the junior fireman.

*Date of Promotion.*

(E) As soon as a fireman is promoted he will be notified in writing by the proper official of the company of the date of his promotion, and unless he files a written protest within sixty (60) days against such date he cannot thereafter have it changed.

(F) When a date of promotion has been established in accordance with regulations, such date shall be posted on all bulletin boards of the Division and if not challenged in writing within sixty (60) days after such posting no protest against such date shall afterwards be considered.

*Run Declared Vacant.*

(G) After a fireman has completed ten (10) consecutive days' service as an engineer his run shall be declared vacant, and if he has to go back firing he may exercise his seniority rights.

*Learning Road.*

SECTION 5. Firemen, unfamiliar with the designated parts of a division, will be examined but will be expected to afterwards learn the same at their own expense, at the option of the Company.

*Seniority Lists.*

SECTION 6. The Superintendent of Motive Power will, upon request, furnish the Committee annually a seniority list of firemen and date of promotions.

ARTICLE 23.

*Surplus Men Temporary Transfer.*

SECTION 1. In the event of a surplus of firemen on one division, and a shortage on another, if they so desire, the surplus men may be transferred temporarily, with the understanding they will be returned to their home division before other firemen are hired there.

*Permanent Transfer.*

SECTION 2. Firemen requesting to be transferred permanently from one division to another will be listed as new men. If transferred by proper officials on account of transfer of traffic, they will retain seniority rights.

ARTICLE 24.

*Re-entering Service.*

Firemen voluntarily leaving the service and subsequently employed will rank as new men.

**ARTICLE 25.***Service Letter.*

When leaving the service, if they so desire, firemen will be given a letter by proper officer stating the nature and time of service and reason for leaving; said letter to be given within ten days.

**ARTICLE 26.***Through Freights Switching.*

Through freights will not be required to do switching at points where switchers are employed, except the regular setting out or taking in of cars. Through freights doing station switching will be paid as per Article 12, unless under Article 27 they become a local.

*Station Switching.*

Station switching defined as follows:

Switching in or out a car or cars from the loading or unloading station tracks. It will not be considered station switching to pick up a car or cars from a loading or unloading track at a station where the work is no more than it would be if taken from pick-up track, if cars were similarly located on pick-up track.

Work at any station not pertaining to cars left by or taken into train. Setting off a car or cars on any track behind another car or cars for the purpose of loading or unloading.

At stations where switchers are employed placing a car or cars on any track, for loading or unloading when work is more than placing it on a set-out track.

**ARTICLE 27.***Local Freight.*

All trains loading or unloading freight or doing switching, will be classed as locals. This will not apply unless trains unload freight at more than three stops, consume more than thirty minutes icing cars, make more than five stops to take up or set out cars, or make more than ten switches, exclusive of the necessary switching on account of placing air brakes car to handle train.

*Handling Caboose.*

The practice of handling caboose cars to remain as at present.

NOTE.—A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

**ARTICLE 28.***Absence Account Sickness.*

In case a fireman is off sick for a period of sixty days and no immediate prospect of his return to work, his run will be advertised as a permanent run. When he resumes work he may exercise seniority rights.



## ARTICLE 29.

*Leave of Absence.*

Firemen who have been in the service one year may be granted a leave of absence for a period of six months, provided that it would not necessitate the hiring of a new man, during which time his run will be advertised as temporary. If at the expiration of the leave of absence he does not report for duty, the run will be re-advertised as permanent. In the event of being displaced, during his leave of absence, he may on return exercise seniority rights.

## ARTICLE 30.

*Investigations.*

SECTION 1. Firemen, charged with misdemeanor, will have their cases investigated promptly, and if found innocent will be paid for all time lost; if guilty, they will be promptly informed of the decision.

*Grievances.*

SECTION 2. Grievances must be presented to the first officer having jurisdiction within thirty days. If a decision is not rendered within a reasonable time, it will be considered sufficient cause to justify an appeal to the next higher officer.

*In Case of Appeal.*

In case of appeal, firemen may be represented by a fellow employee of the same or superior class, who will be granted the necessary leave of absence for that purpose.

No part of this agreement will be so construed as to annul or change the meaning of any part thereof, and no departure from its terms will be made until thirty days' notice has been given, in writing, by either party of the desired changes. The committee will be furnished with a copy of all rulings and interpretations issued.

## RULES APPLICABLE TO THE FEDERAL SIXTEEN HOUR LAW.

(a) Firemen in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern.

Example: If the Railroad ties up a fireman between terminals for any reason under fourteen hours, continuous time would apply under the schedule for all time tied up. If tied up between fourteen hours and sixteen hours, will be considered as having been tied up under the application of this sixteen hour law, and eight hours or ten hours as may be required will be deducted.

(b) If firemen in train service are tied up a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note:—Where the fireman is cut out by the Railroad for rest, if on duty more than fourteen hours but less than sixteen hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period.

If on duty sixteen hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

(c) When firemen in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of fourteen hours by an engine crew who have been on duty sixteen hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of eight hours and of the engine crew at the expiration of ten hours.

Note:—Question. "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question.

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the fireman resumes duty.

(e) Firemen in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit firemen to run through terminals, unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes fourteen hours and makes 140 miles. They are twenty-five miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run twenty-five miles; if they make it in two hours they get twenty-five miles, if they make it in three hours they get thirty miles instead of a minimum day.

(f) Firemen in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

Example: They have tied up for rest and sleeping in caboose or other place. Another train comes along, takes train, caboose and fireman into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

(g) Firemen in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Firemen in yard service required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours or paid therefor.

Example: Firemen in switching service cannot be tied up for rest in fourteen hours. Sixteen hours applicable to yardmen only. In other words, if a man works sixteen hours he must be relieved to get ten hours' rest.

If a man goes to work at 7.00 A. M. and works sixteen hours, or up to 11.00 P. M., ten hours off duty will make it 9.00 A. M., at which time he can be used on the regular trick and paid for ten hours, or he can be used ten hours from 9.00 A. M., and paid for ten hours.

Article 1, effective May 8, 1910.

Other Articles effective July 1, 1910.

C. H. WIGGIN,

*Superintendent Motive Power.*

APPROVED:

C. E. LEE,

*General Superintendent.*

Boston, Mass., July 1, 1910.

#### **FIREMEN, BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.**

*Rules and Rates of Pay for Firemen and Hostlers, Effective June 1st, 1910.*

##### **ARTICLE I.**

###### *Passenger Service.*

The minimum rate of pay for passenger service shall be \$2.40 per day.

NOTE.—No extra compensation for extra service performed between 7:00 A. M. and 5:00 P. M. on the Springville run.

##### **ARTICLE II.**

###### *Through Freight Service.*

On engines weighing 240,000 pounds, or more, exclusive of tender, the minimum rate of pay for through freight service shall be \$2.95 per day. On engines weighing less than 240,000 pounds, exclusive of tender, the minimum rate shall be \$2.85 per day.

##### **ARTICLE III.**

###### *Local Freight Service.*

On local freight trains, the minimum rate shall be on all engines \$2.95 per day.

NOTE.—When three crews are used on local freights and paid for lay-over day, similar to system at present in vogue on Rochester division, overtime will be paid after fifteen hours.

##### **ARTICLE IV.**

On pickup, mixed, mine run, circus trains, snow plow, pusher and helper service, through freight rates according to weight of engine will apply.

On work, wreck, ballast and filling, rate of \$2.70 per day will apply.

## ARTICLE V.

*Switching Service.*

The minimum rate of pay in all yards shall be \$2.40 per day, except in Buffalo and Rochester yards, where the minimum rate shall be \$2.50 per day.

## ARTICLE VI.

*Hostlers.*

The minimum rate of pay for passenger hostlers at Buffalo shall be \$3.00 per day.

The minimum rate of pay for hostlers employed in handling engines in and about the roundhouse and shops, shall be \$2.40 per day.

## ARTICLE VII.

*A Day's Work.*

Ten hours or less, 100 miles or less, shall constitute a day's work in all classes of service.

## ARTICLE VIII.

The time of firemen will be computed from the time they are required to report for duty, and do so report, and end when engine is delivered at point designated by the Company.

## ARTICLE IX.

*Overtime.*

All mileage in excess of 100 miles made within a ten-hour period, shall be paid for at mileage rates.

All mileage or time, made after the expiration of ten hours on duty, shall be paid for on a pro-rata basis, it being understood that the miles run, and hours worked, shall not be counted together but where the miles exceed the hours, miles will be allowed, and where hours exceed miles time will be allowed on a basis of one mile for each six minutes. Less than six minutes will not be counted, except in passenger service, when this rule shall be computed on a basis of twenty miles per hour for each part of a run separately.

Overtime in passenger service to be computed on the basis of 2.4 cents for each six minutes.

## ARTICLE X.

Firemen in all classes of service required to do switching or hostling at any terminal, will be paid on a basis of one mile for each six minutes for all time thus consumed.

## ARTICLE XI.

All mileage made or time made, in doubling hills will be computed as per Article IX.

## ARTICLE XII.

Firemen watching and caring for engines shall be paid twenty-four cents per hour for actual time so engaged.

## ARTICLE XIII.

Yard firemen will be allowed one specified hour for meals between the hours of 11:30 A. M. and 1:00 P. M., or 11:30 P. M. and 1:00 A. M. If not relieved for meals until after 1:00 P. M. or 1:00 A. M., or if required to work any portion of the meal hour, they will be paid for one extra hour and allowed thirty minutes for meals.

Except in cases of emergency, firemen in yard service will not be required to do road service.

Firemen recovering from serious injury shall be allowed the privilege of displacing the youngest able-bodied fireman in switching service, for a period not to exceed three months, if in the opinion of the officials of the company the case is a meritorious one.

## ARTICLE XIV.

In filling a hostlership the preference shall be given to the firemen in the order of their seniority, if competent. If not competent, the company reserves the right to fill hostlership otherwise. In accepting service as hostler, firemen will not lose their seniority rights, but will be required to work in rounds service six months just preceding promotion to enginemen.

In passenger service a man shall be assigned to go with hostlers when taking care of engines to and from trains at terminals, or intermediate points where engines are changed, and the firemen shall be relieved at the end of his run.

## ARTICLE XV.

Firemen deadheading on passenger trains will receive one-half pay for 100 miles or less. On freight trains full time will be allowed.

Firemen attending court as witnesses by request of the company, in addition to actual and reasonable expenses, shall be paid the rate of compensation they would have received had they been in regular service.

Firemen will be allowed one day's pay for each day's time in getting engine ready for road service.

Firemen on a regular run held in readiness for service on Sunday, or any other day, and not used, will be allowed a day's pay for each ten hours or fractional part thereof.

When a fireman is held at a point away from the home terminal to await the return of his train or engine, he shall be paid his regular rate.

## ARTICLE XVI.

Should any change be made in the time claimed on time slip, firemen will be fully advised as to the reason therefor in writing.

## ARTICLE XVII.

All extra work will be given extra men in preference to regularly assigned men, when possible.

## ARTICLE XVIII.

Callers will be employed at all points where it is necessary to call firemen. Call cards will be provided and the time designated on such cards shall show time firemen are required to report for duty, also leaving time of train.

Firemen will be called as nearly as possible, two hours previous to leaving

time and must sign the callers' book, or in case the book is signed by any member of the fireman's household, the fireman will be held responsible.

When firemen are called by telephone, outside of calling limits, firemen will be held responsible.

When firemen are called and not used on account of train being annulled, or for any other cause, the fireman called for duty shall receive one-half day's pay for five hours or less and stand first out. For more than five hours he shall receive one day's pay at rate paid for service called.

When firemen are called and it is subsequently ascertained that such firemen are not required, for the service for which called, if notified within one hour of leaving time designated no time will be allowed.

Men who are unable from any cause to perform service must send notice in ample time to permit of other provisions being made and to avoid being called.

#### ARTICLE XIX.

All firemen in road service shall be run first-in, first-out, except when held for rest or work. This rule is not to be construed to prevent passenger engines, when used in freight service, in case of emergency, from returning to their terminals ahead of their turn. Firemen in freight service may be assigned to turn-around service out of terminals regardless of the first-in first-out rule, until 100 miles or ten hours have been made.

A roster of seniority standing of firemen shall be posted in each enginehouse and corrections shall be made at least once in every six months, if changes occur in that period.

#### ARTICLE XX.

Firemen will not be required to go out when they claim they need rest; nor will they be permitted to go out when, in the judgment of the company they require rest. Ten hours off duty will be considered sufficient rest.

Firemen unable to go out on account of sickness, or other cause, must notify the roundhouse foreman in ample time for another fireman to be called to take the run.

Firemen in road service will not be tied up unless it is apparent that the trip cannot be completed within lawful time, and not then until after they have been on duty fourteen hours.

When firemen are tied up in accordance with the above rule, deadheaded or towed to terminal, they will be paid the same as if they had run trains through to terminal.

Firemen tied up in accordance with law will not be required to watch or care for engines or perform other duties.

#### ARTICLE XXI.

The oldest firemen in the service of the company will have preference in line of promotion to engineer and the runs on their respective divisions, seniority to take effect from the day the firemen enter the service of the company as firemen. This, however, will not apply to yard firemen unless the yard firemen fire in through freight service six months prior to promotion.

If the oldest fireman shall fail to perform his duty on his run to which he is entitled by right, then the next oldest fireman shall have a trial, and so on until satisfaction is given. Decision to be made by proper officer of the company.

A fireman failing or refusing to pass first examination for engineman will be given a second examination in from three to six months. If he fails on second examination, he shall be placed back eighteen months on firemen's roster; then if he fails again, after working up to promotion he shall be placed at the bottom of the extra list.

Firemen shall be confined to the division where their rights are located; this article not to be construed to prevent firemen being run over a portion of another division when necessary.

If a fireman is transferred from one division to another on account of shortage of men, he shall not lose his rights on the division from which he was transferred.

A fireman going from one division to another at his own request shall be considered as a new man on the new division to which he goes, and shall lose his rights on the division which he leaves.

#### ARTICLE XXII.

When an engine is held in shop, or other service for more than forty-eight hours, the regular fireman of such engine shall be provided with an extra engine or by taking the engine of the youngest regular fireman in the service until such time as his regular engine comes back to service.

When a fireman holding a regular engine has his engine taken from him for other service temporarily he shall be supplied with another engine until the return of his regular engine. When a fireman holding a regular engine or run has it taken from him permanently through no reason or fault of his own, but by action of the proper officer of the company, he shall have the right to select any engine or run, held by a fireman his junior.

All vacant engines and runs shall be advertised within five days after becoming vacant for on week upon the bulletin board provided for that purpose, and the oldest man bidding for same shall be assigned within five days, provided he is qualified, and every reasonable effort shall be made to notify all parties concerned who are located where access to the bulletin board cannot be had. New engines and runs shall be considered as vacancies within the meaning of this rule.

When a fireman holding a regular engine or run is off for period of ten days for any cause, such engine or run shall be considered as vacant during the continuance of such absence and advertised accordingly.

When an extra man catches a vacant engine or run or regularly assigned engine or run, he shall hold the same until the advertisement expires, or until the regular man returns, except in passenger service, when the oldest man available, with the exception of those engaged in work train or yard service, shall be called.

Firemen bidding in temporary vacancies will be returned to their former engine or run when the regular man returns.

#### ARTICLE XXIII.

Firemen shall be relieved from cleaning of engine, tanks, fires and flues, scouring of brass, cleaning of stacks, smoke arches and front ends, except in passenger and yard service they will be required to keep inside of cab and windows wiped off.

Firemen shall be relieved from the placing on, and the removing from engine, of all tools and supplies. They shall also be relieved from the cleaning and filling of all lamps, including the head lamp, except at points where shop forces are not maintained by the company.

The fireman on snow plow or flanger shall not be required to throw switches, and a flagman shall be sent with all engines running snow plow or flanger.

All light engines stopped by a preceding train shall be protected by the flagman of such preceding train until called in, when the fireman shall protect his engine.

Firemen assigned to regular runs are required to go out on the same regardless of engines. When a fireman desires a leave of absence he shall apply for same in writing; permission granting leave of absence will also be in writing.

#### ARTICLE XXIV.

No fireman will be disciplined, suspended, or dismissed, upon any charge without having a fair and impartial investigation, and the responsibility established. The investigation will be held and decision given within ten days, if possible, from the time the report is rendered. At such hearing he shall have the right to be present during the examination of all witnesses and also he may have another employe, if he so desires, to appear with him and shall have the right to appeal from the decision within thirty days, and in case his suspension or discharge is deemed unjust, he shall be reinstated and shall be paid one hundred miles per day of twenty-four hours so held at schedule rates, covering service in which he was at time employed for all time lost.

Complaints made against firemen to be made in writing. Verbal complaints not entertained.

#### ARTICLE XXV.

Firemen who have been employed ninety days, upon leaving the service, will, if desired, be given a clearance card or letter, stating time of service, capacity in which employed, and cause for leaving the service.

#### ARTICLE XXVI.

The company shall give experienced men of good character and who can furnish references the preference of positions as firemen.

#### ARTICLE XXVII.

The purpose of the company is not to assign any more firemen than are necessary to move traffic with promptness and dispatch. In case of light business, the enginemen youngest in the service on the division shall be laid off, or in case of having been promoted from fireman shall be returned to firing service.

#### ARTICLE XXVIII.

When any question arises as to the interpretation of existing rules by a fireman, wherein he has been deprived of any rights, the same shall be put in writing and given to the official directly in charge, who will act upon the same as promptly as possible, and render a decision in writing.



## ARTICLE XXIX.

It is expected that every official as well as the firemen and hostlers will see that this agreement is faithfully carried out.

## ARTICLE XXX.

The above rules, rates of pay, and conditions will govern the firemen and hostlers' duties and not be changed unless thirty days' notice is given in writing by the company or the firemen's committee.

T. F. BRENNAN,  
General Superintendent.

Rochester, N. Y., May 31, 1910.

## FIREMEN, DELAWARE AND HUDSON RAILROAD.

[Agreement of May 1, 1906, was printed in annual report for 1906, p. 405.]

*Agreement between the Delaware and Hudson Company and the Locomotive Firemen and Hostlers, governing the employment and the rates of pay, rules and working conditions of all Firemen and Hostlers in the service. All classes of service, 100 miles or less, ten hours or less, will constitute a day; mileage made in excess of 100 miles pro rata. Overtime after ten hours, one tenth of daily rate. Effective, April 1st, 1910.*

## ARTICLE 1.

*Passenger Service of all Classes of Engines.*

One hundred miles or less . . . . .	per day	\$2.40
Ten hours or less . . . . .	per day	2.40
With minimum day . . . . .		2.50
In excess of one hundred miles . . . . .	per mile	.024
Overtime rate . . . . .	per hour	.24

## ARTICLE 2.

*Through Freight Service.*

Engines	Per day	Cents per hour	Cents per mile
Class E-5 . . . . .	\$3.00	.30	.03
Consolidation . . . . .	2.85	.285	.0285
D-3, D-3-A, D-3-B. . . . .	2.85	.285	.0285
Other engines . . . . .	2.60	.26	.026
Mallet type, six hours or less, sixty miles or less; no fireman will be required to work more than six hours in any 24 hour period . . . . .	3.00	.50	.05

Milk train service will be paid at freight train rates according to the class of engine used.

## ARTICLE 3.

*Way-Freights and Pick-ups.*

Way-freights and pick-ups to be paid through freight rates, as per class of engines used. Mine runs and Wilkes-Barre transfer runs to be classed as road runs and to be paid as per class of engines used.

## ARTICLE 4.

*Work Train Service.*

When firemen are employed in work train service, or engines making trial trips they will be paid freight train rates, as per Article No. 2.

## ARTICLE 5.

*Switching Service.*

Per day of ten hours or less .....	\$2.50
Overtime, per hour .....	.25

"A" One hour will be allowed switch firemen for meals, between the fourth and sixth hour, from time of starting work. If required to work fifteen minutes of meal hour, one hour will be paid and thirty minutes to be allowed for lunch.

"B" In yard service, firemen will not be required to go on duty until marked to go on duty.

"C" Yard engines at Honesdale, Glens Falls and Hudson Falls when required to do road-work outside of yard limits; also Whitehall when required to push trains over State Line Hill; Port Henry when required to push trains over Westport hill; Plattsburg when required to take trains to Spellmans; Binghamton when required to run to or beyond Swifts; Sidney when required to run to or beyond Unadilla or Bainbridge; Oneonta when required to run to or beyond Colliers or Otego; Delanson when required to run to or beyond Duaneburg, Duane or Esperance; Mohawk when required to run to or beyond Crescent, or South Schenectady; Church street, Albany, when required to run to or beyond Elsmere; Carbondale to or beyond Forest City; Saratoga to run to or beyond Gailors; Green Island and Albany runs, will be paid road rates for entire day.

"D" When time is over-lapped on all double crewed pusher or switch engines, and the fireman is not relieved at specified time, he will be paid until relieved and the relief fireman will be paid from the regular time he should have gone on duty.

"E" Firemen assigned to regular runs, or switch engines, will be considered off duty from time relieved from their regular duties until required for their regular duty, but when such men are available they will respond to call in all cases of emergency.

## ARTICLE 6.

*Mixed Train Service.*

Firemen running on mixed trains consisting of freight and passenger or freight and milk will be paid at freight train rates in accordance with type of engine used.

## ARTICLE 7.

*Beginning and Ending of Day's Service.*

"A" A fireman's time will commence when he has registered one hour before leaving time, and concludes at the time engine is placed on designated track, at terminal, and inspection is made. Time of inspection not to exceed twenty minutes. Registers will be kept in convenient places upon which engineer will register fireman's time at the beginning and end of run.

"B" Firemen will be called as near as practicable one hour and thirty minutes before schedule leaving time except that men on trains having a fixed leaving time will not be called between 8 A. M. and 9 P. M.

ARTICLE 8.

*Shop Service.*

When firemen are required to work in shops they will receive full pay at road rates.

ARTICLE 9.

*Attending Court.*

Firemen attending court or inquests as witnesses or engaged in other work assigned to them by the Company, of a similar character, will be paid one hundred miles per day while so engaged, except in cases where firemen are assigned to engines or runs, in such cases they will be paid what they would have made on engines or runs, together with necessary expenses.

ARTICLE 10.

*Deadhead Service.*

"A" Firemen required on order of the proper officers, to deadhead over any portion of the road, on Company's business, will be allowed one-half mileage made in their class when deadheading on passenger trains and full mileage when deadheading on freight trains.

"B" When a fireman is required to deadhead over any portion of the road to relieve another fireman he will be paid by the Company as per paragraph "A" of this article.

ARTICLE 11.

*Time Not Allowed.*

When the time claimed on the time slip is not allowed, time slip will be returned to the fireman making it, with reasons for not allowing it.

ARTICLE 12.

*Additional Service.*

"A" Firemen holding runs, or engines making one hundred miles more or less will not be used or required to perform additional service only in case of emergency. When called upon to perform such additional service, it will be regarded as having commenced a new run, or day, and will be paid accordingly.

"B" When firemen are called or report for duty, and are relieved before performing any service they will receive one-fourth day's pay. If one or more hours work are performed in preparing engines for service, one-half day's pay will be allowed at rate paid in service called for.

"C" Firemen in service, or coming in service, will be paid full mileage rates for learning any portion of the road.

"D" When passenger firemen are detained forty-five minutes after reaching home terminal they will be paid one hour in excess of mileage.

"E" When firemen in freight or mixed train service are held at terminal forty-five minutes they will receive one hour's pay in excess of hours or

mileage made. Should they be held over one hour one mile will be allowed for every six minutes held thereafter.

"F" Any passenger or through freight fireman required to do switching at any point shall be paid in excess of mileage or hours made. Time to be kept for switching at such points and to be added together and time to be allowed at the rate of ten miles per hour.

Note: Picking up cars that are assembled and placed ahead will not be considered switching, nor will setting out cars that are assembled together in train be considered switching under the above rule.

#### ARTICLE 13.

##### *Assignment of Engines.*

Firemen on regular runs are entitled to engines assigned to their runs. All unassigned men will be run first-in, first-out, on their respective divisions. No more firemen will be assigned to runs in any class of service on any division than will move the traffic with promptness and certainty.

The number of firemen will be kept at the lowest possible limit necessary to perform the work and when reductions are made in the number of firemen assigned the youngest man in the service will be taken off first.

When an engine becomes disabled from any cause and is sent to the shop for repairs the fireman will be assigned to another engine to fire in its stead. If there is no available engine the fireman will go out in his regular turn.

#### ARTICLE 14.

##### *Examination and Promotion.*

Firemen shall be called for examination and promotion in accordance with their seniority and if they fail to pass the first examination they will be given a second examination and if they fail to pass the second examination, they will be given a third examination, providing the three examinations are taken within a period of one year. All firemen will be notified of date for examination by personal letter. Firemen will be required to acknowledge receipt of same. Firemen who decline, refuse, or fail to pass the third examination shall be placed at the bottom of the roster and become the youngest man on the division.

When a fireman has passed all examinations satisfactorily and is to be promoted he shall be given a certificate of promotion as engineer. Ten days after a fireman has been promoted his run shall be advertised and if he is to go back firing owing to a decrease in business he shall retain his seniority rights on the firemen's roster, if exercised within ten days.

Advance notice of all examinations will be given. If necessary for firemen to lose time, they will receive compensation as though on their runs, except when being examined for promotion to engineers.

#### ARTICLE 15.

##### *Examination, Sight and Hearing.*

"A" Firemen in the service of this company will be examined whenever in the opinion of the Superintendent he has reason to believe that a fireman's color perception, acuteness of vision or hearing, has become impaired to the extent that might render his service unsafe.

"B" Should the indoor test disclose a deficiency of perception that might impair usefulness, such test will be followed by a field test, under the personal direction of the Superintendent; the result of which shall determine the standing of the person examined.

"C" A field test shall be conducted in the following manner: for vision with the flags, lamps and signals used in the daily operation of trains, with or without glasses, at a distance not to exceed two thousand feet, for the correct observation of semaphore arms, lights and of lamps or flag signals. For hearing ability to hear ordinary conversation and air whistle signal in service.

#### ARTICLE 16.

##### *Records.*

No suspensions, entries or notations will be made against fireman's record until he has been notified of same. Firemen will be furnished an abstract of their record on request.

#### ARTICLE 17.

##### *Imposing of Fines.*

No fines will be imposed upon firemen for loss or breakage of tools, for damage incurred by accident to rolling stock on the road, or for stock killed or injured. Firemen agree to use their best efforts to avoid accident and damage as far as possible.

#### ARTICLE 18.

##### *Seniority of Firemen.*

"A" The right to regular engine or runs will be determined by seniority and ability when found competent. When the ability of a fireman in line for promotion is questioned he will be given an opportunity to prove his competency.

"B" Seniority as a fireman will commence with the first trip made or day's work performed after having been assigned to the extra board or to a regular position as a fireman. Emergency service rendered prior to being assigned as above will not be considered as establishing seniority.

"C" Seniority rosters will be made out by the division superintendent and posted in register rooms on May 1st, and November 1st, each year and will be subject to claim for correction, for thirty days, by the men interested; such correction for adjustment to be made through the local chairman on each division or by the General Chairman of the Fireman pending final approval by the local chairman and superintendent.

#### ARTICLE 19.

##### *The Rights to Runs.*

"A" Vacant positions, new runs or temporary vacancies will be advertised for ten days. If the senior fireman on the division where the vacancy occurs makes application for the same within ten days he will be assigned at once; otherwise, the vacancy will be filled at the expiration of ten days by the senior fireman making application. All applications to be made in writing. When a vacancy occurs, the proper division official shall notify the engine dispatcher at once.

"B" When the terminal or turning point of a run is changed, or a day run changed to a night run, it will be optional whether a fireman retains the run or takes a run held by a junior fireman.

"C" Firemen absent by permission from proper officer when returning to duty will have the right to displace any junior fireman from a run or engine, if such run or engine has been bid-in during their absence and have all the rights they would have had had they been on duty.

#### ARTICLE 20.

##### *Temporary Runs.*

"A" Temporary runs, or places, shall be advertised on the bulletin boards and the oldest firemen in the service applying for them shall be placed on such runs. Should any of the temporary runs become regular runs they shall be posted as such as per Paragraph "A" Article No. 19.

"B" Firemen holding regular runs and bidding in temporary runs shall, when such temporary runs are taken off, revert to their regular runs; meanwhile their regular runs or places shall be posted as temporary.

"C" Firemen holding regular runs and losing such runs for any reason other than their own, can displace junior men firing temporary runs and when such temporary runs are taken off they can take any place held by a junior fireman. Nothing in this article shall prevent any fireman who bids in a permanent position from taking same.

#### ARTICLE 21.

##### *Hostling Engines.*

Engines will be taken charge of by hostlers when getting fire cleaned and engines coaled and watered at terminal points.

#### ARTICLE 22.

##### *Turn-around Runs.*

Firemen in freight service will not be turned more than once away from their home terminal and after reaching home terminal will be given ten hours for rest before required to go on duty. This will not apply to firemen assigned to turn-around service out of a terminal for a day.

#### ARTICLE 23.

##### *Computing Over-time.*

In computing overtime, unless where it is otherwise provided for, 15 minutes will constitute one-half hour and 45 minutes one hour. For fractional parts of a mile, less than half not to be counted; if one-half or over, one mile will be allowed.

#### ARTICLE 24.

##### *Held at Terminals.*

Freight crews receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight train rates after 15 hours, and resuming work shall be returned to home terminal. This will not apply to firemen whose runs are scheduled for more than 12 hours.

## ARTICLE 25.

*Transfer.*

In case of shortage of firemen on one division of the road and a surplus on another, the junior fireman will be transferred unless the senior man claims the right to go. It is understood when men are transferred under this article they are to be returned to their home division as soon as business permits unless they desire to remain; in such cases they waive all rights to seniority on home division from which they were transferred and will be given seniority on the division transferred to from the first trip after being transferred.

## ARTICLE 26.

*Cleaning and Placing of Tools.*

Firemen will be exempt from cleaning all brass, painting stacks, front ends and arches, cleaning out flues and wiping off tanks and engines. They will also be relieved from placing tools on engines and the removing of same. Headlights, markers, and all lamps will be cleaned and filled by round-house force; however firemen will be held responsible for knowing that the necessary supplies and proper tools for firing are placed on engines before leaving.

## ARTICLE 27.

*Doubling.*

Firemen will be paid actual mileage for helping, or doubling hills or going for water outside of water limit, or going for coal, but this should be understood to apply only where total mileage exceeds 100 miles.

## ARTICLE 28.

*Rest.*

Firemen having been on duty 14 hours shall not be called less than 8 hours from time of registering off duty; if on duty 16 hours, ten hours from time of registering off duty.

*Application of Sixteen Hour Law.*

(a) Employes in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern. Example: If the company ties up a crew between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 and 16 hours will be considered as having been tied up under the application of this 16-hour law and 8 hours or 10 hours as may be required will be deducted.

"B" If employes in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note: Where the crew is cut out by the company for rest if on duty more than 14 but less than 16 hours, the eight hour rest period governs and pay

begins at the expiration of the eight hour period. If on duty 16 hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

"C" When employes in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take ten hours' rest. The pay of the train crew begins at the expiration of 8 hours, and of the engine crew at the expiration of ten hours.

Note: (Question): If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules? Answer: "Yes."

Note: This decision given by General Managers' Committee, Chicago, in April, 1908, at the first settlement of the question.

"D" Continuous trip will cover the movement straight-away or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

"E" Employes in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit train and engine crews to run through terminals unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes 14 hours and made 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles; if they make it in three hours they get 30 miles instead of a minimum day.

"F" Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (E) the same as if they had run the train to such terminal.

Example: They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have got had they hauled the train in, receiving miles or hours whichever is the greater.

"G" Employes in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.



"H" Yardmen required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work ten hours, or paid therefor.

Example: Yardmen cannot be tied up for rest in 14 hours. 16 hours applicable to yardmen only. In other words, if he works 16 hours he must be relieved to get ten hours' rest. If a man goes to work at 7 A. M. and works 16 hours or up to 11 P. M. 10 hours off duty will make it 9 A. M. at which time he can be used on the regular trick and paid for ten hours, or he can be used 10 hours from 9 A. M. and paid for 10 hours.

#### ARTICLE 29.

##### *Discipline, Appeals and Representation.*

Firemen and hostlers shall not be suspended or discharged except in serious cases where fault is apparent beyond reasonable doubt until he has had a fair and impartial hearing before the proper officials. During such hearing he may be assisted by a fireman or hostler in service on his seniority division. When decision is rendered, if such fireman or hostler believes it unjust he may take up his own case on appeal to the higher authorities and if he desires, he may select a fireman or hostler in the service on the same seniority division to assist him in presenting his case, but such representation shall be of a purely personal character and shall not carry with it the sanction of committee representation. No adjustment made by the company in such cases shall be construed or cited as precedent in any case presented by the firemen's committee.

"A" If a fireman or hostler does not handle his own case, as above specified, the regularly constituted committee of the Brotherhood of Locomotive Firemen and Enginemen can appeal through the proper officials to the highest authority; hearing in all cases to be given and decision rendered promptly as possible.

"B" If a fireman or hostler is suspended or discharged and is proven to have been innocent of the offense charged he shall be reinstated and paid for time lost.

"C" The Brotherhood of Locomotive Firemen and Enginemen's Committee will represent all firemen in matters pertaining to rates, rules of seniority and general grievances covered by this agreement.

#### ARTICLE 30.

##### *Hostlers.*

Men performing the regular duties of a hostler will receive \$2.40 per day and will be allowed over-time pro rata after ten hours service. One hour will be allowed for meals between the fifth and seventh hours from starting work. Experienced firemen shall be given preference as far as possible in the employment of hostlers.

#### ARTICLE 31.

##### *Equalization of Work.*

When business is light the work will be equalized between men on regular and extra crews as far as practicable. This shall not apply to regular men who have made less than three thousand miles per month.

## ARTICLE 32.

*Protection and Coolers.*

Suitable protection against the weather will be placed on all engines from October 1st to May 1st. Coolers will be furnished on request on all engines from April 1st to November 1st, and ice will be allowed wherever it can be obtained.

## ARTICLE 33.

*Cleaning of Fires and Coaling of Engines.*

Firemen will be exempt from cleaning fires on engines at all terminals and turning points, where fire cleaners or hostlers are located. Firemen on double crewed pusher engines will be allowed one hour's overtime when obliged to clean fires where men are not provided for that purpose. (This applies at the end of a day's work or when preparing an engine for another crew.) Firemen shall be exempt from coaling engines at all points.

## ARTICLE 34.

*Flagging and Throwing Switches.*

Flagmen will be provided for all Mallet engines and for all light engines moving a greater distance than twenty-five miles on the road.

## ARTICLE 35.

*Firemen in Charge of Engines.*

Firemen who are required to take charge of and assume the responsibility and care of an engine will be paid engineer's pay as per class of engine on over-time basis, while so engaged, and if they miss their regular run they will be compensated as though on their run.

## ARTICLE 36.

*Marking of Crews.*

A suitable board will be placed in engine dispatchers office or register rooms on which engine crews will be marked, indicating their turn out; this board will be readily accessible to them.

## ARTICLE 37.

*Duration of Agreement.*

"A" Upon the signing of this agreement all previous schedules and rules shall be void.

"B" This agreement shall be in effect from April 1st, 1910, and until thirty days' notice shall have been given by either party to change or terminate the same or any part thereof.

"C" The terms and provisions of the above and foregoing agreement are accepted and agreed to by the undersigned.

C. S. SIMS,  
General Manager.

**FIREMEN, DELAWARE, LACKAWANNA & WESTERN RAILROAD.**

[Agreement of Dec. 1, 1906, was printed in annual report for 1907, p. 535.]

*Rules and rates of pay for firemen. Effective May 1, 1910.***RATES OF PAY.***Passenger Service.*

	Amount per day.	Cents per mile.
1000 class engines .....	\$2.50	2.50
All other engines.....	2.40	2.40
Milk trains, all engines.....	2.45	2.45

In passenger service additional pay for one mile will be allowed for backing a train or part of train to or from Hoboken train shed and yard. At other points for distances between one-half mile and one mile, one mile will be allowed. Where the distance exceeds one mile, actual mileage will be allowed.

*Freight Service.*

New 300, 700 and 800 class engines.....	\$2.90	2.90
New 500 and 1000 class engines.....	2.75	2.75
All other engines .....	2.65	2.65

*Switch, Mine and Transfer Service.*

151 class engines .....	\$2.60	2.60
All other engines .....	2.40	2.40

*Hill, Roustabout, Construction, Work and Wreck Service.*

New 300, 500, 700 and 800 class engines .....	\$2.75	2.75
All other engines .....	2.60	2.60

*Time Commences and Ceases.*

Time of firemen in road service will commence thirty minutes before leaving time of their train, and end when engine is delivered at point designated by the Company.

*Definitions.*

Roustabout drill service is defined as an engine working between two or more stations under telegraphic or telephonic orders.

Transfer service is defined as an engine working between two or more points at a terminal and without telegraphic or telephonic orders.

Drill service is defined as an engine working within yard limits at one point.

**RULES.***Guaranteed Mileage per Hour.*

Article 1.—(a) In all classes of service, one hundred miles or less, ten hours or less, will constitute a day. All over ten hours or one hundred miles will be paid pro rata.

(b) Where hours exceed miles, hours will be paid; where miles exceed hours, miles will be paid.

*Overtime.*

(c) Overtime to be computed after ten hours service for the actual number of minutes on duty thereafter, one mile being allowed for each six minutes.

(d) In computing overtime of firemen in Suburban Passenger Service only the aggregate time on duty (including thirty minutes before leaving time of train, on initial trip, and time consumed between passenger station and engine house or designated track on subsequent trips) will be considered. Time between trips not to be counted.

*Meal Hours.*

(e) In drill, mine and transfer service one hour will be allowed for dinner. The meal hour will be given between the fifth and seventh hour from time of commencing work. If thirty minutes or more of the meal hour is worked, pay for one extra hour will be allowed, and thirty minutes will be given for lunch.

*Allowance When Called and Not Used.*

Article 2.—Firemen called and not used will be allowed fifty miles and stand first out. If any mileage is made, one hundred miles will be the minimum allowed.

*Roustabout, Mine and Transfer Service.*

Article 3.—(a) Present classification of mine runs will continue, it being understood that mine runs on Winton Branch and in Kingston territory will be classed as in Roustabout service.

(b) Transfer service between Hoboken and Secaucus will be paid Roustabout rate.

*Allowance When Held Away From Home Terminals.*

Article 4.—When firemen are held away from their home terminal for an engine or train, they will be allowed twenty-five miles for each six hours or fraction thereof so held after the expiration of eighteen hours.

*Calling Firemen.*

Article 5.—Where callers are employed, firemen who live within a distance of one mile will be called a reasonable time before the leaving time of their train and will sign their name and the time called. This will not apply to firemen assigned to regular passenger trains, nor will it apply to firemen assigned to regular freight trains, between the hours of 7 A. M. and 7 P. M.

*Doubling Hills.*

Article 6.—Road crews doubling hills will be allowed actual mileage at the rate per mile paid on that train.

*Court Duty.*

Article 7.—(a) Firemen acting as witnesses or attending court under instructions of an official of the company will be allowed the same amount they would receive on their runs and actual expenses.

*Time Lost Attending Investigations.*

(b) Firemen called as witnesses at investigations when they are in no way implicated in the case will be paid the same amount they would have received on their runs, but no expenses will be allowed.

*Pilots.*

(c) Firemen acting as pilots will be allowed the same rate of pay per mile as they would receive in the class of service in which they are regularly employed.

*Runs Comprising Different Classes of Service.*

Article 8—(a) Runs comprising both passenger and freight, or freight and milk, will be paid for on freight basis.

(b) When a day's work consists of more than one class of service, the highest rate for the different classes will be paid for the day.

*Deadheading.*

Article 9.—Firemen deadheading under official orders of the company will be allowed half time in their class, but when running with engine or engine and caboose, full time will be allowed.

*Errors in Time Slips.*

Article 10.—When the service on a time slip is not allowed, the time slip will be returned to the fireman making it with reasons given for not allowing it.

*Advertising Vacancies.*

Article 11.—(a) Vacancies on all runs and engines will be advertised on all bulletin boards on the division on which the vacancy occurs within five days after vacancy occurs, for a period of fifteen days, and the senior fireman making application will, if competent, be assigned to the run or engine so advertised within five days thereafter.

(b) Summer runs will not be advertised. The senior extra fireman making application therefor will be entitled to them unless they become permanent, in which event they will be advertised.

(c) When advertised runs are taken off temporarily fireman holding same will be entitled to displace any junior fireman after five days. If taken off permanently he may displace any junior fireman at once.

*Learning the Road.*

(d) Firemen who are called for examination for promotion to engineers and pass the mechanical examination and are sent by the company to learn new territory shall receive one day's pay per day for a period of four days, and shall receive, as far as practicable, Transportation Department and other examinations within forty-eight hours after reporting for examinations. New territory means all lines under the jurisdiction of two or more super intendents.

*Temporary Vacancies.*

(e) A temporary vacancy of less than fifteen days will be filled by the first firemen out, if competent; after fifteen days by the senior fireman making application therefor, except firemen assigned to regular passenger runs.

*Physical Examinations.*

Article 12.—When firemen are called for second or subsequent physical examination the company will pay the examiner's fee, it being understood that firemen will receive advance notice when required to pass such re-examination.

*Terminal Delays.*

Article 13.—Firemen in Freight or Passenger Service if detained forty-five minutes after arrival at end of run, will be paid one hour in excess of mileage; if detained longer than one hour, one mile will be allowed for each six minutes thereafter. This does not apply to firemen paid under overtime rule.

*Reduction in Force.*

Article 14.—(a) When firemen do not make 2,600 miles per month in extra freight service the most recently employed or promoted will be set back or placed on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

(b) In reducing the force, the most recently employed firemen may be laid off or permanently relieved.

*Choice of Runs.*

Article 15.—(a) The oldest firemen in the service of the Company will have preference in line of promotion to engineers and runs on their respective divisions, seniority to take effect from the date the firemen entered the service of the company as a fireman. This, however, will not apply to yard firemen unless the yard firemen fires in through freight service six months prior to promotion.

(b) A fireman bidding in a passenger run will be allowed to qualify on his own time, if not already qualified.

*Transfer Between Divisions.*

Article 16.—(a) In case of a shortage of firemen on one part of the road and a surplus on the other, the youngest firemen will be transferred unless the older firemen claim the right to go. It is understood that when firemen are transferred under this article they are to be returned to their home terminal as soon as business will permit, unless they desire to remain, in which case that terminal will be considered their home terminal. They will, however, be considered new firemen on the division to which transferred.

(b) There will be no permanent transfers of engineers made to any division as long as there are firemen there eligible for promotion.

(c) A fireman going from one division to another at his own request will be considered a new fireman on the division to which he goes and he will lose his rank on the division he leaves.

*Extra List.*

Article 17.—(a) All unassigned men will be run first in, first out, on their respective divisions.

*Engines Held for Repairs.*

(b) When an engine in extra freight service is laid up or sent to the shops for repairs that will keep it out of service thirty days or more, the youngest fireman will be placed on the extra list and his engine assigned to the fireman whose engine is shopped.

*Hours for Rest.*

Article 18.— (a) After fifteen hours continuous service firemen will be allowed twelve hours rest before being called, except in case of a wreck or washout. It is expected that firemen will take their rest at terminals.

(b) Firemen who are unable from any cause to perform service will send notice in ample time to make other provisions and avoid being called.

*Work on Engines Not Required.*

Article 19.— (a) Firemen will be exempt from wiping engines below the running board, scouring any brass inside or outside of cab, except bell, boring flues, cleaning fires, ash pans, or front ends, or getting engines ready at terminals. They will, however, wipe off the smoke arch and stack, but are not required to paint them.

(b) Firemen will be exempt from cleaning above as well as below running boards on engines of 300, 500, 700 and 800 classes in through freight service, which means all freight and coal trains running between Buffalo and Elmira, between Elmira and Scranton, between Scranton and Port Morris, Secaucus and Hoboken; also on the same classes of engines between Hallstead and Kingston, and between Hallstead and Utica and between Hallstead and Syracuse, and between Kingston and Gouldsboro.

Also new 900 and 1000 class engines in through passenger service, and all engines in milk train service.

Cabs, including windows, will be thoroughly cleaned inside and outside by firemen.

*Firemen Used as Hostlers.*

Article 20.— Firemen used as hostlers will be allowed the lowest freight rate. If used in any other service than firing they will receive the same rate of pay as the service to which they are regularly assigned, except where firemen are used as engineers they will receive same rate of pay as engineers in their several classes.

*Investigations and Suspensions.*

Article 21.— (a) No fireman will be suspended or dismissed for any alleged offense committed without a fair and impartial hearing before the proper officials within seven days, if practicable, from the time offense was committed. If he so desires he may choose a representative of the same occupation and an employe of this company to be present.

(b) A committee of firemen desiring to present any matter to the proper officer of the company will be granted a leave of absence as soon as possible after the application therefor has been made.

*Protection Against Weather.*

Article 22.—Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished from May 1st to Oct. 1st.

*Employment of Disabled Men.*

Article 23.—It is the policy of the management of this company to find employment, if possible, for disabled employees, where they can perform work that does not endanger public safety or the company's property.

*Service Certificates.*

Article 24.—Firemen who have been in the employ of the company for ninety days on leaving the service or being relieved, will be given a service card stating the time of service, capacity in which employed and the cause of leaving the service, the same to be approved and stamped by the proper officer.

*Promotions.*

Article 25.—(a) All firemen will be called for examination prior to promotion to engineers. If they fail to pass their first examination they will be given a second examination in six months. If they fail the second time they may be relieved as incompetent. This not to apply to firemen coming under special ruling made Nov. 15, 1902.

(b) Firemen refusing examinations as set forth above will lose all rights and may be relieved.

*Constructive Mileage.*

Article 26.—On runs of less than one hundred miles where constructive mileage is allowed and when the run is doubled the actual mileage will be allowed where the mileage exceeds one hundred miles for the round trip.

*Cleaning Fires — Suburban Service.*

Article 27.—Fires on suburban runs making more than one hundred miles will be cleaned by the company.

*Interpretation of Agreement.*

Article 28.—Nothing in this agreement shall be so construed as to conflict with the agreement entered into between this company and its engineers.

*Right of Representation.*

Article 29.—The management accords to any fireman who thinks he has been unjustly dealt with the right to be represented by the Firemen's Protective Board, who will be given an audience by the proper officers of the company.

*Right of Appeal.*

Article 30.—The management accords to its firemen the right to appeal to its highest officers.



## APPLICATION OF HOURS OF SERVICE LAW.

(a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of 14 hours on duty under the Federal Law or within two hours of the time limit provided by State Laws, if State Laws govern.

Example: If the company ties up a crew between terminals for any reason under 14 hours continuous time would apply under the schedule for all the time tied up. If tied up between 14 hours and 16 hours, will be considered as having been tied up under the application of this 16 hour law and 8 hours or 10 hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(Note) Where the crew is cut out by the railroad for rest if on duty more than 14, but less than 16 hours, the 8 hours rest period governs and pay begins at the expiration of the 8 hour period. If on duty 16 hours and tied up for rest the 10 hour period governs and pay will be resumed at the end of the 10 hour period.

(c) When employees in train service are tied up between terminals under the law they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take 10 hours rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

(Note) (Question: "If a part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes.")

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making for when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit engine crews to run through terminals unless such practice is permitted under the schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and makes

140 miles. They are 25 miles from the terminal they are making for at the time they were tied up. At the end of 8 hours their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in 3 hours they get 30 miles instead of a minimum day.

(f) Employes in train service tied up for rest under the law, and then towed or dead-headed into terminal, with or without engine or caboose will be paid therefor as per section (e), the same as if they had run the train to such terminal.

Example: They have tied up for rest and are sleeping in caboose or on engine. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours whichever is the greater.

(g) Employes in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yard engine crews required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work 10 hours or paid therefor.

Example: Yard engine crews cannot be tied up for rest in 14 hours. Sixteen hours applicable to yard engine crews only. In other words, if a man works 16 hours he must be relieved to get 10 hours rest.

If a man goes to work at 7:00 A. M. and works 16 hours or up to 11:00 P. M., 10 hours off duty will make it 9:00 A. M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used 10 hours from 9:00 A. M. and paid for 10 hours.

#### **FIREMEN, ERIE RAILROAD.**

[Agreement of Dec. 1, 1906, was printed in annual report for 1907, p. 539.]

*Rates of pay and conditions of employment for Firemen and arrangements for handling same. Effective May 1, 1910.*

#### **RATES OF PAY FOR FIREMEN.**

	CLASS OF SERVICE.	Cents per mile.
<b>Passenger:</b>		
Through and Local K-1, E-4 and E-5 engines.....		\$2.40
Other engines .....		2.30
Suburban engines .....		2.40
<b>Freight:</b>		
Through, including way freight, pickup, work, wreck, ballast, snow-plows, and transfer runs:		
Engines weighing 150,000 lbs. or more on drivers, including G-12 and G-16 engines .....		2.95
All other engines.....		2.60
Mine runs, all engines.....		2.40
<b>Pusher:</b>		
Engines weighing 150,000 lbs. or more on drivers, including G-12 and G-16 engines (except Mallet engines).....		2.60
All other engines.....		2.45

Yards:	Cents per hour.
Engines weighing 150,000 lbs. or more on drivers, including G-12, G-16 and B-5 engines.....	.25
All other engines.....	.23½

## PUSHER AND HELPER.

Mallet articulated compound engines \$2.70 six hours, or less, 60 miles or less.

NOTE.—On grades or divisions of more than eight miles in length, relief firemen shall be furnished and no fireman will be required to work more than six hours in any 24-hour period. Should a smaller class of engine be substituted for a Mallet engine, after making one trip, or vice versa, the miles, hours and rates of pay as applied to the Mallet engine shall apply.

NOTE.—Firemen on heavy milk trains will be paid freight rates based on class of engine used.

Freight engines 150,000 lbs. or more on drivers used in passenger service, the K-1 rate will apply.

K-1 engines used in freight service will be classed as engines weighing 150,000 lbs. on drivers.

Road Hostlers, \$2.50 per day of 10 hours.

## RULE 1.

(a) Ten hours or less, one hundred miles or less, will constitute a day in all classes of service (except on Mallet Articulated Compound Engines), subject to the following:

(b) In passenger service actual time table mileage will be allowed. Runs will be arranged to suit the service. On runs that can not be scheduled so that firemen can make one hundred miles or more, a minimum of one hundred miles will be allowed.

(c) Actual time table mileage will be allowed for freight runs of one hundred miles or over, it being understood that a succession of short runs will in all cases be considered as continuous service.

(d) For fractional miles, one-half or more will be counted as one mile; less than one-half will not be counted.

(e) The basis of computation will be the number of miles run or the number of hours worked, but the hours worked and miles run will not be counted together, except for wrecking, work or construction service; actual mileage going to and returning from wreck or point where construction or work service is performed will be paid, and one mile for each six minutes time consumed at point of such wreck, work or construction service, providing not less than one hundred miles will be allowed for the combined service.

## RULE 2.

Time of firemen in through, pick-up and way freight service will begin thirty minutes before time they are called to leave the yard. In all other road service, except passenger, when firemen are required to register at engine

house more than one hour before time called to leave the yard, such excess time will be paid under the overtime rule.

Time will end when relieved from care of engine on designated track at terminal.

#### RULE 3.

Overtime will be paid pro rata. In computing overtime one mile will be allowed for each six minutes.

(a) In suburban service, overtime as per rule will be allowed when train is detained after its scheduled arriving time on the last trip. Overtime in suburban service will also be allowed as per rule on any runs so scheduled that the fireman is required to be absent from the starting terminal over fourteen hours.

(b) In the same service firemen will be paid one mile for each six minutes above thirty minutes service required after arrival at, or before leaving time, at a terminal; time will be computed from time of arrival at station until relieved from care of engine. On runs where constructive mileage is made the amount of such constructive mileage will be deducted from overtime so made.

#### RULE 4.

Actual miles will be allowed for handling engines to and from the designated receiving and delivery tracks on runs of one hundred miles or more.

#### RULE 5.

When firemen in passenger service are required to serve additional time, either before or after their regular trip, for the purpose of steam-heating cars or doing switching, they shall be paid for such time at the rate of one mile for each six minutes — this not to apply to runs paying constructive mileage, unless the actual hours exceed the specified allowance.

#### RULE 6.

Firemen on passenger trains held away from or unable to reach designated receiving track at terminals to exceed thirty minutes after arrival of train shall be paid one mile for each additional six minutes so held. If overtime is made this time will be deducted therefrom. Designated engine receiving track at all points will be where fireman is relieved from care of engine.

#### RULE 7.

When called for service and not needed, fifty miles will be allowed for each five hours or fraction thereof held on duty. If call is canceled by proper notice before fireman leaves home, no allowance will be made. If any mileage is made or service performed, time will be allowed as per rule one and computed from time first called.

#### RULE 8.

Firemen called for service other than firing shall receive not less than small freight engine rate. When regularly assigned firemen are taken from runs or positions paying a higher rate or when the work for which they are called pays a higher rate, the higher rate shall apply.

**RULE 9.**

Firemen required to do wrecking, construction or any other unusual service when upon their regular trip if detained thereby, will receive one mile for each six minutes. If overtime is made, this time will be deducted therefrom.

**RULE 10.**

Extra mileage will be allowed for doubling hills, going for water outside of water limits, or for coal, on a single trip, or a combination of single trips, when the actual mileage including the extra mileage exceeds one hundred miles.

**RULE 11.**

When firemen are held at a point away from their home terminal for an engine or crew, they will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

**RULE 12.**

After completing a trip over a division or upon the completion of an assigned day's work, firemen will be allowed not less than 100 miles if required to perform any extra service other than that ordinarily connected with the train on which they arrive, provided seven hours or more have been consumed, or seventy miles or more have been covered.

**RULE 13.**

When firemen are held at any point to take care of their engine, i. e., to clean fires, watch the engine, etc., (where there are no men for the purpose), firemen will be allowed one mile for each six minutes held over one hour. This to apply where firemen make one hundred miles or over.

**RULE 14.**

Firemen will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the Company. If no time is lost, they will be paid one hundred miles, or one day; for each calendar day at the small freight engine rate and necessary expenses will be paid while away from home.

**RULE 15.**

Firemen deadheading upon written order of the proper officer will be allowed full mileage rates on freight trains and one-half mileage rates on passenger train at the small freight engine rate. Men so deadheading will report at once upon their arrival at the designated point to the engine dispatcher or proper officer at that place. When deadheaded to intermediate points they will be under continuous time from time of arrival at such intermediate point until ordered for further service.

**RULE 16.**

Firemen in yard service will be allowed not less than one hundred miles for any road service performed after having consumed seven hours or more in

switching service, when such road service requires firemen to remain on duty more than one hour after the expiration of their specified hours of yard service.

#### RULE 17.

In manning air test engines, incapacitated or injured firemen who were in the employ of the Company will be given consideration for such employment if they keep intact with the service. When air test engines are required to do switching or pushing, they will be paid switching or pushing rates.

#### RULE 18.

Firemen changing from passenger to freight service or switch to road service, or vice versa, during a trip or day's work, will be paid mileage or hours used in each class of service, provided that not less than one hundred miles will be allowed for the trip or day's work.

#### RULE 19.

Yard firemen will be allowed one hour for meals after they have been on duty five hours. If held more than five hours and thirty minutes before being relieved for noon or midnight meals, pay for one hour will be allowed and they will be given thirty minutes for meals.

Note:—This rule is adopted with the understanding that the same rule will be satisfactory to engineers, conductors and brakemen; otherwise, the present Rule 16 of the Firemen's Schedule of December 1st, 1906 will govern.

#### RULE 20.

Firemen will not be held between terminal points, except under overtime rules.

#### RULE 21.

After completing a trip of fourteen hours or more, continuous service, firemen will be allowed ten hours rest if desired, except in case of wrecks, wash-outs, or other like emergencies. If more than ten hours rest is required, firemen shall so state when they register in naming a definite number of hours rest required.

#### RULE 22.

##### *Application of "Hours of Service Laws."*

(a) Employees in train service will not be tied up unless it is apparent the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws, if State Laws govern.

Example:—If the Company ties up a crew between terminals for any reason under fourteen hours, continuous time would apply under the schedule for all the time tied up. If tied up between fourteen hours and sixteen hours will be considered as having been tied up under the application of this sixteen hour law and eight hours or ten hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph they shall not be regarded as hav-

ing been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note:—Where the crew is cut out by the Company for rest if on duty more than fourteen but less than sixteen hours, the eight hour rest period governs and pay begins at the expiration of the eight hour period. If on duty sixteen hours and tied up for rest, the ten hour period governs and pay will be resumed at the end of the ten hour period.

(c) When employes in train service are tied up between terminals under the law they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

Example:—A train crew is tied up at the end of fourteen hours by an engineer and fireman who have been on duty sixteen hours. They are required to take ten hours rest. The pay of the train crew begins at the expiration of eight hours and of the engine crew at the expiration of ten hours.

Note:—Question: If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independently of these rules? Answer: "Yes."

(d) Continuous trip will cover the movement straight-away or turn-around, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released a new trip will commence when the crew resumes duty.

(e) Employes in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours which ever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit train and engine crews to run through terminals unless such practice is permitted under the schedule.

Example:—The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes fourteen hours and made one hundred and forty miles. They are twenty-five miles from the terminal, they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run twenty-five miles; if they make it in two hours they get twenty-five miles; if they make it in three hours they get thirty miles instead of a minimum day.

(f) Employes in train service tied up for rest under the law, and then towed or deadheaded into terminal with or without engine or caboose, will be paid therefor as per section "e" the same as if they had run the train to such terminal.

Example:—They have tied up for rest and sleeping in caboose. Another train comes along, take train, caboose and everything into the terminal. These

men are taking rest probably but they get just what they would have got had they hauled the train in, receiving miles or hours whichever is the greater.

(g) Employees in train service tied up in obedience of law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work sixteen hours will resume work when their rest period is up under the Federal Law and then be permitted to work ten hours, or paid therefor.

Example:—Yardmen cannot be tied up for rest in fourteen hours. Sixteen hours applicable to yardmen only. In other words, if he works sixteen hours he must be relieved to get ten hours rest. If a man goes to work at 7 A. M. and works sixteen hours or up to 11 P. M. ten hours off duty will make it 9 A. M. at which time he can be used on the regular trick and paid ten hours, or he can be used ten hours from 9 A. M. and paid for ten hours.

#### RULE 23.

A fireman will not be disciplined by record, suspended (except pending investigation) or discharged without a proper investigation which will be made at the earliest possible time, during which, if he so desires, he may have present a fireman from his division as a witness to the investigation. He may also have present any actual witness except discharged employees, of the offence being investigated and, if found blameless, will be allowed full pay for time lost.

#### RULE 24.

When time is not allowed as per time slip, firemen will be notified in writing at once what change is made and the reason therefor.

#### RULE 25.

The number of firemen will be kept at the lowest practicable limit to perform the work. When reductions are made in the force, the youngest men in the service will be taken off first, it being understood that, if they keep the proper officers advised of their addresses and their previous work and conduct were satisfactory, they will be taken back into the service according to seniority. If an ex-fireman fails to report for duty within fifteen days after notice is given, he will not be allowed to return except as a new man.

#### RULE 26.

At all points where it is necessary that firemen be called, callers will be provided, who will be furnished with call books, showing train the men are called for and leaving time thereof, also blank spaces in which men are to sign their names and note the exact time when they are called. Firemen will be called from their places of residence as nearly as practicable two hours before leaving time, provided they reside not over one and one-half miles from the calling station, it being understood that firemen assigned to regular passenger runs will not be called at their home terminals between the hours of 8 A. M. and 9 P. M. but will be notified if possible between those hours when their train is one hour or more late.

Local arrangement of marking up boards at Dunmore and Cleveland to remain as at present.



**RULE 27.**

When in the interest of the Company it is deemed necessary after a thorough investigation to place a younger fireman on a superior train in preference to an older man on the list, a record will be kept, stating why such deviation from the rule was made.

**RULE 28.**

The Company reserves the right to re-arrange and advertise any regular run when it is considered necessary for the economical operation or betterment of the service.

**RULE 29.**

When the initial point of a train is changed, or a part of a run taken away or added, the men holding the same shall have the first right to it, but if given up it shall be advertised. The men giving up the run shall have their choice in trains according to their age in the service as firemen, unless the service will be impaired by a change of firemen.

**RULE 30.**

When a run extends over two or more divisions, each of such divisions will be entitled to representation thereon on the mileage percentage basis.

**RULE 31.**

When a fireman is assigned to regular or rounds service, and the engine to which he is assigned is held for general repairs, transferred to another division, or is lost permanently or for one trip more, and there is no spare engine for him, he will immediately take the engine of the same class assigned to any younger man in the same class of service, with the understanding that he may return to his regular engine in case it is replaced in the same class of service. When engines are run in a pool the above arrangements will be applied to firemen taking positions in the rounds service and firemen will be given choice of engines according to seniority.

**RULE 32.**

Firemen on regular runs will be at liberty on arrival at terminal points.

**RULE 33.**

When it is necessary for the Company to reduce the engineers' list, on account of slack business, the men set back will resume their full seniority on the firemen's roster, and will be given at once any run to which their rights as a fireman in the Company's services will entitle them; it being fully understood that they will be used again as engineers in their regular order when the business of the Company requires.

**RULE 34.**

When a fireman holding a regular run or position is off for a period of five days, such position will be considered temporarily vacant and bulletined as such for a period of ten days from date first vacant and given to the oldest fireman applying therefor, subject to the return of the regular man. All

vacancies created through the application of this rule will immediately be advertised for a period of five days and given to the oldest fireman applying therefor.

#### RULE 35.

Permanent vacancies in regular runs or positions (including newly established runs) will be bulletined as such for a period of five days from the date first vacant or created and given to the oldest firemen applying therefor, providing he is qualified.

#### RULE 36.

All vacancies will be temporarily filled from the firemen's extra list, providing the firemen on same are qualified to perform the work. This rule will not apply to vacancies in passenger service to the exclusion of the oldest available freight firemen if they prefer to fill the temporary vacancy.

#### RULE 37.

Regularly assigned firemen being displaced through any cause will immediately be given their choice of runs or positions according to their seniority. This not to apply to temporary vacancies unless the applicant is older in seniority than the regularly assigned fireman.

#### RULE 38.

Any employee who considers that an injustice has been done him shall have the right to present his grievance for adjustment to the proper officer or officers of the Company by a Committee of employees of his own selection. The right to appeal to the highest officers of the Company is conceded.

#### RULE 39.

The roster of each division will be conspicuously placed in the engine dispatcher's office so that it may be referred to at any time. The roster will be corrected every six months if changes occur during that time.

#### RULE 40.

Seniority rights of firemen will date from the day they enter the service. Firemen assigned to yard or hostler service do not lose their seniority rights on the Firemen's roster and will be eligible for promotion, subject to Rules 43 and 44.

Note:—All Buffalo road firemen will hold yard rights and yard firemen road rights, from January 1st, 1904; rights of firemen previous to that date will remain as on roster at that time.

#### RULE 41.

In filling the position of hostler, preference will in general be given to firemen according to their age in the service, the Company reserving the right to fill such positions otherwise in special cases.

#### RULE 42.

Firemen who have been in hostler or switching service one year or more will be required to fire an engine three months in rounds service; and firemen

who have been in passenger service three years or more will be required to fire an engine in rounds service thirty days just prior to promotion, unless found competent and worthy for immediate promotion by the proper officer of the Company.

#### RULE 43.

Firemen will be called for examination and promoted in accordance with their seniority. If passed they will be given a certificate of promotion at once.

#### RULE 44.

Firemen will not be permitted to run engines regularly without first passing an examination on machinery and train rules before the proper officers of the Company. They will be given sixty days for preparation prior to the examination. Failing to pass the first examination, they will be allowed thirty days time to prepare for the second. If passed, the date of promotion will be the same as if applicant had passed the first examination. Should the applicant fail at the second examination, he may be dropped from the service. Firemen refusing promotion will lose their rights on the firemen's roster. This rule will not affect the firemen who failed to pass or were not permitted by the Company to take examination prior to April 1st, 1902.

#### RULE 45.

The Company will undertake to find suitable employment for any of its firemen who may be crippled in the service.

#### RULE 46.

Firemen firing switch engines in Hammond yard will be subject to the rules that apply in Chicago yard, with this exception; one yard job at Hammond will be filled by firemen from the Chicago and Erie Divisions, he to hold rights over all men in Hammond yard, this not to include the road job. All freight transfer runs between Chicago and Hammond will be governed by seniority between Chicago yard firemen and C. & E. firemen. C. & E. Division firemen will hold rights over Chicago yard firemen on all passenger transfer runs.

#### RULE 47.

A firemen will not be reinstated after six months absence, unless absent by proper written authority.

#### RULE 48.

If he so desires, a fireman leaving the service will be furnished a letter giving his complete record.

#### RULE 49.

Firemen will not be compelled to scour brass on any engine or wipe off the jackets of engines classed as heavy engines either in freight or passenger service. With the exception of the above, firemen will be expected to keep their part of the engines above the running board in presentable condition.

#### RULE 50.

Firemen will not be required to black stacks or front ends of any engines. On freight engines running in a pool and having no assigned regular fireman,

and on engines in classes E-1, E-2, E-3, G-3, G-8, G-12, G-13, G-15, H-3, H-4, H-9, H-10, H-11, H-12, H-13, H-14, H-16, H-17, H-18, H-19, H-20, H-21, B-5, K-1 and H-22, cleaning will be done by the shop forces except inside of cab. It is expected that firemen will report to the Engine Despatcher on arrival at terminal each trip, when, in their opinion, engines of the above classes require cleaning.

#### RULE 51.

At terminals where there are men for the work, firemen will not be required to clean ash-pans, fires, or flues, or take coal, water and sand on the completion of their day's work.

#### RULE 52.

On unassigned engines all lights will be cleaned and filled ready for use, and all supplies and tools placed thereon before leaving the roundhouse and will be taken off at terminals by the shop force, however, firemen will be held responsible for knowing that the necessary supplies and proper tools for firing are placed on engines before leaving.

#### RULE 53.

Firemen will not be obliged to care for headlights.

#### RULE 54.

Firemen will be required to throw switches only in cases of extreme necessity.

#### RULE 55.

Suitable protection against the weather will be placed on all engines during the winter months. Water vessels, coolers and clothes boxes will be furnished upon request on all engines and ice will be allowed wherever and whenever it is asked for, if obtainable.

#### RULE 56.

A committee of firemen desiring to present any matter to the proper officers of the Company will be granted leave of absence as soon as possible after the request therefor has been made.

#### RULE 57.

All questions taken before the officers by the firemen's representatives will be answered in writing if so desired.

This agreement will take effect May 1st, 1910, and will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty days' notice to either party by the other.

For the Company:

(Signed) J. C. STUART,

*Vice President.*

Accepted for the Firemen:

D. B. ROBERTSON,

*General Chairman.*

**FIREMEN, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.**

[Agreement of March 1, 1907, was printed in annual report of 1907, p. 545.]

*Revised schedule of rates of pay of firemen. Effective May 1, 1910.*

- |   |                   |
|---|-------------------|
|   | Per 100<br>miles. |
| 1. <i>Passenger Service:</i>  |                   |
| On all engines .....  | \$2.40            |
| 2. <i>Through Freight Service:</i>  |                   |
| On engines having cylinders 20 inches or greater in diameter.....   | 2.95              |
| On all other engines.....   | 2.65              |
| 3. <i>Local Freight Service:</i>  |                   |
| Main Line, Franklin Division & Grand Rapids Branch, on all engines.   | 3.00              |
| All other Divisions, on all engines.....  | 2.70              |
| 4. <i>Switching Service:</i>  | Per hour.         |
| Chicago territory, including Indiana Harbor.....  | \$0.23            |
| Elkhart, Toledo, Cleveland, Ashtabula, Youngstown, Erie, Buffalo,<br>South Bend, Sandusky and Detroit territories ..... | .22               |
| All other points .....  | .21               |
| 5. <i>Work Train, Wrecking and Pushing Service:</i>   | Per day.          |
| Ten hours to constitute a day.....  | \$2.70            |
| Overtime pro rata.  |                   |
|   | Per 100<br>miles. |
| 6. <i>Light Engines Service:</i>  |                   |
| Firemen running engines over the road light with or without one or<br>more cabooses will be paid:                       |                   |
| Passenger engines .....   | \$2.35            |
| Freight engines .....   | 2.65              |
| 7. <i>Overtime:</i>   | Per hour.         |
| Passenger, after 12 hours @.....  | \$0.26½           |
| Through freight, on basis of ten miles per hour, paid pro rata.   |                   |
| Local freight, on a basis of ten miles per hour, paid pro rata.   |                   |
| 8. <i>Deadheading:</i>  | Per mile.         |
| When sent over the road in trains to take trains at other points....  | \$0.015           |
| 9. <i>Getting Engines Out of Shop:</i>  |                   |
| Or any service pertaining thereto will be paid yard rates as provided<br>in Article 4.                                  |                   |
| 10. <i>Suburban Runs:</i>   |                   |
| Doing switching at Gary will be paid yard rates as provided in<br>Article 4.  |                   |

11. *Rates for Other Than Locomotive Service:*

When Firemen are called into any other than Locomotive Service, the rate of pay per hour will not be less than that of the service to which they are assigned.

Firemen not regularly assigned will be paid in proportion to their ability or efficiency as mechanics while at work in the shop or enginehouse.

**12. Passenger Mileage Allowance:**

In passenger service, actual length of run only will be paid for, except for those less than 100 miles, which will be rated as 100 miles.

For round trip on the Buffalo, Erie and Oil City divisions the pay for a round trip will be for 200 miles.

On all other divisions the round trip will be paid for the actual distance, excepting that where less than 100 miles are run that distance will be paid for.

For fractional miles, one-half or excess will be counted as one mile, less than one-half no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

**13. Freight Mileage Allowance:**

100 miles will be allowed for all runs of that distance or less. Where runs are over 100 miles, the actual length of the run will be paid for. On the Buffalo, Erie, Oil City and Western Divisions, one round trip will entitle the fireman making it to two hundred miles distance allowance. On all other branch divisions the computation of mileage for round trips to be actual distance run, but no round trip to be rated at less than 100 miles. For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

**14. Fractional Parts of a Day in Switching Service:**

Firemen employed in switching service at all points, when called for duty, and five hours or fractional part are worked, one-half day will be allowed; all in excess of five hours and less than ten hours, one full day, but no compensation will be allowed for any subsequent service within the limit of the day, unless the aggregate compensation for the day exceeds the amount allowed.

**15. Fractional Parts of an Hour:**

In computing overtime in all services 30 minutes or excess will be considered as one hour. Less than 30 minutes, no compensation will be allowed.

**16. Computing Time:**

Firemen's time in passenger, freight and single crewed yard service to be counted from forty-five minutes prior to leaving time of train ordered for or are ordered to commence work in yard service, provided they report one hour previous to the time of train or yard job ordered for, and until engine is given up on track at terminal designated for such purpose.

Time of Firemen when called for service and not wanted to be counted from time of reporting for duty until relieved from duty, with a minimum of three hours.

**17. Suspended or Discharged:**

Men suspended or discharged will be given a fair and impartial trial within a reasonable time, and if found blameless, will be paid such wages as they would have earned during the time of suspension or discharge, the right being granted to select any employe in the service of the company to assist in their defense.

Men deadheading over the road by orders of an official of the company to attend an investigation, will be paid regular deadhead rates where they are not found at fault, and provided other compensation is not allowed.

**18. Register Books:**

Enginehouses at the principal terminals to be provided with register books and enginemen to register therein, name, time of calling and time for train called, and, on arrival, to register name and time of giving up engine on track designated for that purpose. Callers to have register books and register therein names of men, time of calling and train and time thereof for which men are called. Time of calling to depend on distance men are from engine-house.

**19. Notification of Time Not Allowed:**

Firemen will be notified in writing when time is not allowed as per trip report, and reasons stated.

**20. Application of Sixteen Hour Law:**

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up, unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws if State Laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the provisions of this pay schedule.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without engine, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employes tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employes who are relieved for rest in compliance with the law, shall be permitted to resume work when the lawful rest is up, and to work 10 hours or be paid for 10 hours.

## GENERAL RULES.

1. *Seniority:*

In placing enginemen in line for promotion, enginemen promoted from firemen will be placed on seniority list from time or date of promotion as engineman, promotion to be understood as the date appearing upon the record in the office of the Master Mechanic, of the promotion of a fireman to an engineman. In considering promotion of firemen for either road or yard service or to enginemen, their rights as to seniority will be considered from their commencement as firemen.

2. *Promotions:*

When there are promotions in the service, seniority will govern if capacity is equal.

When two or more firemen are promoted to enginemen on the same date, the man whose date is earliest as fireman will be the senior.

3. *Extra Service:*

Extra passenger, freight and switching firemen will run first in and first out in their respective service, seniority to govern in promotions only..

4. *Firemen in Through Freight Service Will be Run in a Pool System:*

A separate pool will be maintained on each division, and an extra list on such divisions or at such points as may be deemed necessary. The men will be run first in and first out under all circumstances, except in case of an accident.

As far as possible, the pool is to be kept equalized at each end of the division, and yard men will not be called for road service to avoid deadheading men, causing men to be bunched and lay over at an unnecessary expense to them.

5. *Manning of Engines:*

Engines in yard service at Buffalo, West Seneca, Dunkirk and Erie shall be manned by former Buffalo Division men. Engines in yard service in Erie and Franklin Division yards, also, on all Erie and Franklin Division local and work trains (the term local trains meaning passenger as well as freight) shall be manned by former Erie and Franklin Division men.

6. *Outpost Jobs:*

Positions in Erie yards to be considered as outpost positions in comparison with Dunkirk yard.

7. *Turn-around Runs:*

Yardmasters, when ordering engines for freight trains, shall notify engine dispatcher whether for through or turn-around runs, and the engine dispatcher to notify the crew as to whether for a through or turn-around run. Firemen shall not be required to take more than one turn-around run when there are available men.

8. *New Runs or Change of Time Card:*

When there are new runs created or a change in time card in regular passenger service, these runs will be bulletined and the senior fireman will be given the preference and choice.

9. *Time to Eat:*

Firemen will be allowed time to eat between the hours of eleven and one o'clock in all yard service.



10. *Backing of Engines:*

The practice of backing up freight engines in road service will be reduced to a minimum.

11. *Care of Headlights:*

Headlights on all road engines, single-crewed switch engines and work train engines will be cleaned by roundhouse force when such engines lay up at terminal.

12. *Care of Oil Cans:*

Oil cans will be taken off all road engines at all principal terminals by round house force.

All rules inconsistent with the above are hereby abrogated.

D. R. MACBAIN,

*Superintendent Motive Power.*

J. J. BERNET,

*General Superintendent.*

Approved:

D. C. MOON,

*General Manager.*

## FIREMEN, NEW YORK CENTRAL &amp; HUDSON RIVER RAILROAD.

[Agreement of Jan. 1, 1907, was printed in annual report for 1907, p. 549, but was superseded by another agreement Jan. 1, 1909.]

*Rates of pay for firemen and arrangement for handling same. Effective May 1, 1910.*

ALBANY, N. Y., May 1, 1910.

*To Division Superintendents:*

Gentlemen: Commencing May 1, 1910, the following rates of pay for Firemen and Hostlers, and arrangement for handling same, will be in effect:

## RATES OF PAY.

CLASS OF SERVICE.	Rate per mile.
<i>Passenger.</i>	
K-2. . . . .	\$0.025
All other engines . . . . .	.024
Croton, Peekskill locals and electric service. . . . .	.0245
Milk trains . . . . .	.0245
<i>Freight.</i>	
G-2 to G-6, H-3 unless otherwise specified. . . . .	.03
F-2, J-41 and Electric engines. . . . .	.0285
E. E-1 and all other engines. . . . .	.027
<i>Work Trains.</i>	
Regularly assigned, see Article No. 54. . . . .	.025
<i>Switching.</i>	
Engines of weight of 133,000 lbs. or over on drivers. . . . .	.025
All other engines . . . . .	.0235

*Pushing.*

Byron, Rensselaer, Depew and West Seneca.....	\$0.027
Pennsylvania Division—Road rates as per class of engine.	
All others . . . . .	.0235

*Ballast and Filling.*

Road rates as per class of engine.

*Snow Plow and Flanger.*

Road rates as per class of engine except when such service  
is performed by regular work train.

Road Hostler Firemen.....	.24	per hour.
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*Hostlers.*

Principal terminals .....	.235	per hour.
Other terminals .....	.215	per hour

Firemen on G-2 to G-6 engines, inclusive, will be paid as follows:

WESTERN DIVISION.	Miles allowed.	Rate per mile.
East Buffalo to Wayneport.....	100	.0295
Wayneport to East Buffalo.....	80	.0295
West Seneca to Wayneport .....	100	.0295
Wayneport to West Seneca.....	85	.0295
Suspension Bridge to East Rochester.....	100	.0295
East Rochester to Suspension Bridge.....	100	.0295
Dewitt to Wayneport or East Rochester.....	100	.0295
Wayneport or East Rochester to Dewitt.....	100	.0295
Wayneport or East Rochester and Lyons or Newark (round trip) . . . . .	100	.0295
Dewitt and Lyons or Newark (round trip).....	150	.0295

Calendar dates and terminal time to be eliminated. Firemen to be changed  
at East Rochester or Wayneport.

MOHAWK DIVISION.	Miles allowed.	Rate per mile.
Dewitt to Little Falls .....	100	.0295
Little Falls to Dewitt.....	80	.0295
West Albany to Little Falls.....	100	.0295
Little Falls to West Albany.....	80	.0295
Ravena to Little Falls .....	100	.0295
Little Falls to Ravena.....	100	.0295
Little Falls and Rotterdam Junction (round trip).....	150	.0295
Dewitt and Utica or Utica and Dewitt (round trip)....	150	.0295
West Albany to Utica, through freight service.....	121	.0295
Utica to West Albany, through freight service.....	100	.0295
Little Falls and Utica (round trip).....	100	.0295

Calendar dates and terminal time to be eliminated. Firemen to be changed  
at Little Falls.

Firemen required to go through to the end of their divisions will be dead-headed without pay to East Rochester, Wayneport or their home terminal on the Western Division, and to Little Falls or their home terminal on the Mohawk Division, as conditions will permit.

Firemen will be kept in two pools at East Rochester or Wayneport and Little Falls, and will be called for train in direction of home except in case of emergency; time to start from time called for.

Men working out of Utica will be deadheaded home, when conditions will permit.

Firemen who live in Buffalo on Western Division, who arrive at West Seneca or Niagara Falls, may deadhead home and take their turn out of their home terminal.

Firemen arriving at East Rochester, Wayneport or Little Falls who have not been on duty to exceed seven hours shall not be required to take eight hours' rest at such points if they can be used in service that will return them to the home terminal within the limit of the hours of service prescribed by law. It being understood that they will not be permitted to go out ahead of firemen who arrive in advance of them and who have had the required rest.

The above applies only to men employed in dead freight service on G-2 to G-6 engines, inclusive.

Extra or pooled firemen when used on trains handling deadhead passenger equipment, sections of fast freight trains or light engines shall be allowed freight pay according to class of engine and shall be allowed to change at Little Falls, East Rochester or Wayneport.

#### PENNSYLVANIA DIVISION.

Firemen on G-2, G-4, G-5 and G-6 engines, unless otherwise specified, shall be paid .03 per mile.

Firemen on G-3, G-12 and H-3 engines shall be paid .03 per mile.

Firemen on G-2, G-4, G-5 and G-6 engines shall be paid .0295 per mile and shall be allowed additional mileage as follows:

#### *Ten Miles.*

Corning and Newbury Junction.

Corning and Avis.

Corning and Dewitt.

Corning and Geneva.

Corning and Dresden.

Corning and Stokesdale Junction.

Corning to Lyons and return.

Newberry Junction and Clearfield.

Avis and Clearfield.

Newberry Junction and Avis Transfer per day.

#### *Five Miles.*

Clearfield to Patton and return.

Clearfield to Cherry Tree and return.

Clearfield to Rossiter and return.

Clearfield to Arcadia and return.

Firemen in both regular and extra pool shall be run first in and first out, and when there are no extra passenger men available the oldest pooled or extra man shall be called for the work, provided he has not relinquished his passenger rights, and shall hold the run until the regular man returns or there are extra passenger men available, except at Clearfield where the extra fireman will do all extra work and run first in and first out.

All pooled jobs shall be advertised and assigned as provided for in Article 17.

#### ALL DIVISIONS.

Firemen on F-2, G-2 to G-6 engines, inclusive, when used in passenger service shall be paid .025 per mile, except F-2 engines on which oil is used as fuel shall be paid .024 per mile.

Firemen called to watch or hostile engines shall be paid hostler pay.

Firemen in pushing service when used in service outside of regular pushing limits shall be paid road rates as per class of engine.

Firemen in wreck service shall be paid miles where miles exceed hours and hours where hours exceed miles, being paid slow freight rates as per class of engines. This not to include regular work trains.

Firemen on helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, and firemen on helper engines on Teanuck Grade (River Division), shall be considered in road service. Firemen on helper engines on Lewiston Grade (Ontario Division), at West Haverstraw and west out of Watertown shall be paid road rates as per class of engine (10 hours basis).

On engines breaking in, firemen shall be paid road freight rates according to class of engine.

On the St. Lawrence and Ontario Divisions firemen on extra freight runs, 75 miles or over in each direction, shall be allowed 100 miles, and actual mileage for over 100 miles. On extra freight runs under 75 miles in each direction, continuous time shall be paid for the round trip, except when conditions require engine crew to be relieved at opposite terminal, in which event 100 miles each way shall be allowed, calendar day to apply.

The following terminals shall be considered as principals for Hostlers—Buffalo, East Buffalo, East Rochester, Syracuse, Dewitt, Minoa, Suspension Bridge, Utica, West Albany, Schenectady, Rensselaer, New Durham, Weehawken, Mott Haven, 72nd Street, High Bridge, Poughkeepsie, Ravena, Watertown, Oswego, Norwood, Corning, Avis, Clearfield, Newberry Junction, Tupper Lake and Malone.

Firemen on the St. L. & A. Railway shall be paid same rates as on other Divisions.

Firemen on passenger helpers will be allowed actual mileage in addition to time held at stations.

#### GENERAL RULES.

##### *Day's Run.*

1. A day's run to be 100 miles or less, 10 hours or less, time and mileage to be computed and carried out separately for each calendar day's work, unless otherwise agreed with the General Committee.

*Used to Make Another Trip.*

2. Firemen, if used to make another trip after arriving at terminal and after completing a day's work of 100 miles or more, 10 hours or more, shall be allowed at least 100 miles for such extra trip.

*Passenger and Freight Service.*

3. When a fireman is used in passenger service he shall be paid passenger pay. When used in freight service he shall be paid freight pay. When used in both passenger and freight service on any trip he shall be paid for actual time or mileage made in each class of service.

*Overtime.*

4. Overtime shall be paid on a basis of ten miles per hour, time to commence at the time firemen are required to register at the engine house or report for duty, providing they are on hand at that time, and end when engine is delivered at point designated by the Company. Overtime shall be computed for each employe on basis of actual overtime worked or held for duty and be paid for at the rate of ten miles per hour for class of service performed.

Overtime shall be allowed work train firemen after ten hours and thirty minutes.

Overtime shall be allowed firemen on switch and pusher engines after ten hours and thirty minutes.

*Taking Engines to Turn.*

5. Firemen in passenger service shall be paid actual mileage for taking engines to and from engine house to turn, unless hostlers are provided for that purpose.

6.\*

*Pay as Witnesses.*

7. Firemen shall be paid for actual time lost when serving as witnesses for the Company or on investigation. If not required to lose time they shall be allowed 100 miles per day at proper rate.

*Deadheading.*

8. Firemen when deadheading\* by proper orders shall receive half pay for such deadhead trip (except when deadheading on freight trains when they shall receive full pay, hours or mileage) and when they do not get out of terminal within six hours after arrival on such deadhead trip and have done no other work on the calendar day on which deadhead trip is made, shall receive one day's pay at proper rate.

Firemen called to deadhead on freight trains shall be notified of the time at which they are to report and shall be considered on duty from such time.

When a regularly assigned engine is taken from a fireman, when practicable another engine shall be furnished. If such regularly assigned engine is taken away from a fireman at a foreign terminal and another engine cannot be furnished in a reasonable time the fireman shall be deadheaded to home terminal with pay.

When firemen who are assigned to regular runs or engines are taken off such runs or engines to make an extra trip to a foreign terminal and are

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\* So in agreement.

not required for service on a return trip within a reasonable time, they shall be deadheaded with pay to home terminal to protect the regular run or engine.

When regularly assigned extra passenger men make a trip to foreign terminal and are not required for return trip within a reasonable time they shall be headheaded with pay, according to first paragraph of this Article, to the home terminal.

*Held in Readiness.*

9. Firemen held for service on Sunday or any other day, and not used, shall be allowed a day's pay for each ten hours or fractional part thereof.

*Wanted on Lay-Over Day.*

If firemen on regular runs are wanted on their lay-over day, they shall be notified the day previous, if possible.

Regular firemen shall not be used on Sundays or holidays for extra service where there are sufficient number of extra pooled firemen to perform the work.

At small terminals where the service would be liable to suffer by reason of firemen leaving their lay-over terminal on Sunday, firemen shall first give notice to Engine House Foreman of such intention.

When it is found on arrival at other than home terminal that firemen will not be required for a considerable time, and it will be possible and consistent with the service to allow them to go home and return by the time their services will be required, the Engine House Foreman shall grant such permission.

*Called and Not Used.*

10. Firemen called for service and not used shall be allowed a day's pay.

*Doubling.*

11. Firemen shall be allowed actual mileage for helping or doubling hills, or going for water outside of water limits, or for coal; but this must be understood to apply only when total mileage exceeds 100 miles.

*Meals — Yard Service.*

12. One hour for meals shall be allowed yard firemen between the hours of 11:30 A. M. and 2:00 P. M., and 11:30 P. M. and 2:00 A. M., and if necessary to work during the time specified twenty-five minutes shall be allowed for the meal and one hour additional pay.

13.\*

*Timeslips.*

14. When the mileage reported on the time slip is not allowed, the fireman concerned shall be notified of the change as soon as practicable, with reasons given for not allowing it.

15. The oldest fireman in their line of service shall be given preference in work of runs, or side of runs, all other things being equal.

16.\*

*Advertising.*

17. All vacant or new positions or runs are to be posted on the bulletin boards on the division or district on which they occur within five days, and bidding shall close in ten days after date posted.

\* So in agreement.

The oldest applicant shall then be assigned to the run, or side of the run he prefers, in five days, other things being equal.

If two or more positions are advertised at the same time candidates may make applications for one or all, stating their preference. Failure to bid for position shall not affect seniority.

This is to include summer runs and firemen firing for road hostlers.

When a fireman bids in a position he shall not be allowed to bid on his former position until it has been once filled and then again becomes vacant. This not to apply when a fireman has been displaced through no fault of his own.

#### *Pooled or Extra Men.*

18. There shall be a regular and an extra pool. When a fireman in regular pool is off, a fireman in extra pool shall take his place until regular fireman returns to work. There shall be no preference in men in extra pool, except that when a permanent vacancy occurs in regular pool the oldest fireman in extra pool shall be assigned to it.

Firemen in both regular and extra pool shall be run first in, first out. When there are no regular passenger men available the oldest freight man available shall be called for the work, providing he has not relinquished his passenger rights, and shall hold the run until the regular man returns or there are extra passenger men available. Present practice to continue where there are no pooled men.

When there is a vacancy on any regular freight run, the regular pool man first out shall be called for the run. When a pool or extra man is in the place of a man holding a regular run he shall hold the run until the regular man returns to work, whether he lays off or not, and shall not be taken off at foreign terminal for the regular man.

On the Western Division, when ten or more men are promoted at one time, the oldest fireman shall be placed on the runs made vacant if they so desire, until the jobs are advertised and assigned.

19.\*

#### *Restoration of Run.*

20. When a run is restored after having been off over sixty days, it shall be advertised the same as a new run. If restored within sixty days, the man who held the run when it was taken off must go back upon it unless he has regularly bid in another run; but the man whom he displaces on account of his run being taken off cannot go back upon the run he originally held, and such run must be considered vacant and advertised according to Rule 17.

21.\*

#### *Displaced.*

22. Firemen holding regular runs, displaced through no fault of their own, shall be entitled to any run or either side of any run held by a younger man in their line of service. Firemen bidding in summer runs cannot go back on the same run formerly held if it has been bid in by a man older in the service.

A fireman absent by proper authority, sickness or doing committee work, may displace any younger man who has bid in a run during his absence.

A fireman is considered displaced — First, when he is removed to make

\* So in agreement.

way for an older man. Second, when his run or part of his run is taken from him. Third, when his home terminal changes.

Fireman displaced shall make application for run within five days, a man not to be considered displaced until he has been notified.

*Out of Service or Off Run.*

23. When the question arises as to the probable length of time a fireman will be out of service or off his run, after sixty days the run shall be advertised conditionally:

First: That when the original holder of the run returns, or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he shall return to the run he originally held; and so to the end of the list, each man going to the run he formerly held.

Second: When it is known that the original holder of the run is permanently out of service the run shall again be advertised.

24.\*

25.\*

*Yard Service.*

26. If a fireman is incapacitated for road service he may hold road rights in yard service according to his age as fireman. This would not apply to men taken out of road service for disciplinary reasons.

A fireman who in the opinion of officials and committee is incapacitated for road service and enters yard service according to the first clause of this Article, may be promoted according to his age as a fireman.

27. Firemen who are employed in yard service and who have not asked in writing to be assigned to road service in six months shall lose road rights, and when making application shall be assigned to road service and placed on road list according to seniority.

Time voluntarily spent in yard service after expiration of six months shall be deducted from road service rights.

The last clause of this rule is to prevent a man from asking to get out of yard service and going into road service for a short time, then going back into yard service again, repeating it as often as may be necessary in order to preserve his road rights, evidently with the intention of endeavoring to hold his road rights in this manner until afforded an opportunity to take a good run or promotion.

A fireman who has been in yard service two years at the time this Article becomes effective shall be given no consideration as to road rights; but a fireman who has been in yard service less than two years shall be considered under the "Six Months" clause. This Article to date from January 1, 1904.

*Firemen on Dummy Engines.*

28. Firemen employed on engines known as dummy engines shall have no rights in any other service, but the rate of pay shall remain the same as in switch service.

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\* So in agreement.



*Change.*

29. Firemen on double crewed engines shall be allowed to change week or two weeks about, day or night.

*Pusher Rights.*

30. Firemen on pusher engines may hold road rights as regards seniority.

*The following engines are classed as pushers.*

Pushing trains over Forks, Byron, Fairport, Lyons, Clyde, Whiskey Hill, Oneida Castle, Sullivan, Oneida, Hoffmans, Rensselaer to West Albany and Schenectady.

Firemen may be assigned to pusher engines who have lost road rights, and if such men are so assigned they shall not be entitled to road rights. It must be understood that applications from yard men will not be considered if there are applications from road men.

31.\*

*Question as to Rights.*

32. After January 1, 1904, no question as to rights will be entertained if of more than two years' standing.

33.\*

*Reduction in Force.*

34. The number of firemen shall be kept at the lowest possible limit necessary to perform the work; and when reductions are made in the force the youngest men in the service shall be taken off first, all other things being equal.

*Set Back Firing.*

35. Enginemen set back firing, owing to falling off of business, shall be placed as soon as possible on runs their age would entitle them to, and their records in the latter case shall be included as enginemen, excepting that enginemen asking to be assigned to yard service shall not be entitled to road rights as firemen.

*Leave of Absence.*

36. Firemen may have thirty days' lay-off on receipt of permission from proper officer, without a written leave of absence; but if over thirty days or under ninety, to have written leave of absence from Division Superintendent. If absent over ninety days, time thereafter to be deducted on seniority list. This not to apply in case of sickness, disability or while engaged in Committee work.

*Turning at Intermediate Station.*

37. When practicable, firemen running in "rounds" shall not be required to turn more than once at an intermediate station, when such turn will take the men away from terminal where they reside.

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\* So in agreement.

*Rest.*

38. Firemen who have been on duty ten hours and less than fourteen hours shall be allowed eight hours' rest. If over sixteen hours, ten hours' rest shall be allowed. If more rest is desired they shall arrange with the Engine House Foreman.

*Calling.*

39. Firemen should be required to live within a reasonable calling limit, and when they reside within one mile of the engine house they shall be called not to exceed two hours before they are required to register at the engine house.

Firemen assigned to regular trains shall be so notified, when practicable, when such trains are to exceed one hour late.

*Disciplining Men.*

40. Firemen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation which shall be held within ten days. They may, if they so desire, be allowed to choose some fireman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of firemen who have suffered suspension and been found blameless shall remain as previous thereto and shall be paid for time lost. Firemen shall be notified of cause and length of suspension.

When a fireman is subject to discipline for cause, decision must be given and made effective within thirty days.

Firemen shall not be disturbed by call for investigation until expiration of time specified for rest, except in case of emergency.

*Passes.*

41. Firemen and hostlers shall be furnished time passes over the Division on which they are employed.

*Hostlers and Inspectors.*

42. The Company shall furnish hostlers and inspectors at all terminals. In filling positions in hostler service enginemen and firemen shall be given preference. All hostler positions shall be advertised in five days after they become vacant, or if a new position, within five days after it has been created.

*Pony Engines.*

43. Firing pony engines shall be classed as special service, and does not affect a fireman's rights to other classes of service.

Firemen leaving that class of service will take the place their age as firemen entitles them to, subject to the rules.

*Ascertaining Age.*

44. Superintendents shall give to all firemen and hostlers opportunity to ascertain their records, age and rank in service. A list shall be placed in the principal engine houses, giving age in service, and shall be renewed once each year, not later than June 1st; this to include a separate list for road and yard men.

*Curtains.*

45. Engines shall be furnished with back curtains at all times and side curtains from November 1st to May 1st. All curtains to be of sufficient length and width to afford protection.

*Line Obstructed.*

46. In case the line is obstructed a fireman shall not be relieved from duty except at an established terminal unless necessary to comply with the Federal or State Law.

*Cleaning Headlights.*

47. The Company shall furnish men to fill and clean headlights and markers, on all pooled and double-crewed road engines and men to perform similar service on single-crewed engines, pusher and helper engines where practicable, and will have supplies placed on engines where practicable and consistent to do so.

*Passing Examinations.*

48. Any fireman who, for acceptable reasons, does not desire promotion, or who fails to pass examination after third trial, shall lose road rights (trials to be not less than two months apart), and he may be placed in switch or hostler service, retaining his age from the first day employed as a fireman, providing in the opinion of the Examining Board, his failure to pass the examination was not due to lack of proper interest or endeavor on his part; otherwise his case shall receive no further consideration. This Article to apply only to firemen in the service of the Company at the time the Progressive Examination was adopted October 1, 1904.

Firemen shall be notified of percentage as soon as possible after adjournment of the Board, and shall be given a certificate of promotion when all examinations are completed.

*Refusing to Go in Passenger Work.*

49. Firemen shall be called for extra passenger work (where an extra passenger list is maintained), as their names appear upon the firemen's list; but firemen who decline to enter the extra passenger service may remain in freight service. Should they desire to enter passenger service at any time thereafter they shall follow the last man assigned, retaining rights to promotion to enginemen from the first day employed as firemen. This does not apply to men unable to enter passenger service on account of sickness.

The above to be determined by officials and the local Committee.

Should a freight man bid in a passenger train he shall not claim rights in passenger service over a man older in freight service.

On the St. Lawrence, Ontario, Adirondack and Harlem Divisions, straight seniority will prevail; the oldest fireman being given preference in work or runs, other things being equal.

*Assigned to Yard Service.*

50. Road firemen assigned to yard service may be so assigned, but shall be the youngest extra fireman in yard service. This shall also apply to firemen who are unable to follow regular work, caused by sickness.

Vacancies of firemen's positions occurring on yard engines shall be advertised for six days; applications to be received from men in road and yard

service. Applications from road firemen will not be considered except in case there is not a sufficient number of applicants from yard firemen. Firemen so assigned shall be displaced only by firemen incapacitated for road service.

*Engine Dispatcher and Traveling Fireman.*

51. In filling position of Engine Dispatcher, firemen shall be given consideration, and shall be given preference in filling position of Traveling Fireman.

*Six-Day Runs.*

52. Firemen on a run scheduled to run only six days a week shall not be permitted to take the place of a fireman on a run that runs on Sunday nor do any extra work where there are sufficient extra men to perform the service.

*Promotion.*

53. Firemen shall be promoted to enginemen as their names appear on the firemen's list, provided they have passed all examinations. It must be understood that no man's name can appear on the enginemen's list, nor can acquire any rights as an engineman until he has passed all examinations.

Firemen who fail to pass the examination for vision, color sense and hearing and are thereby deprived of promotion to the position of enginemen, in the event of such examination being satisfactorily passed within a period of one year from the date of first examination, their names shall appear on the enginemen's list in the same order appearing on the firemen's list, providing they are otherwise qualified.

*Work Trains.*

54. Work trains in service for a period exceeding thirty days shall be considered regularly assigned work trains.

*Emergency Enginemen.*

55. When two or more enginemen who are temporarily filling positions of firemen are used as emergency enginemen for three days in succession, the three senior enginemen filling positions of firemen shall be promoted. This not to apply on the St. Lawrence and Ontario Divisions.

*Vacancies and Extra Firemen, Hudson Division.*

56. Three of the positions as firemen in the extra passenger service at Rensselaer, on the Hudson Division, shall be advertised according to Rule 17.

*Water Coolers and Ice.*

57. Water coolers shall be placed on all engines at all times and so constructed that the galvanized box and cover are removable. Firemen may have ice where obtainable from April 1st to December 1st.

*Shoveling Coal Ahead.*

58. Men shall be furnished to shovel coal from the rear of the tender on engines turning at designated terminals where no coal is supplied.

*Cleaning Fires.*

59. Men shall be furnished at designated places to clean fires, hoe out ash pans, clean out sparks from front end of engines in road service and shovel coal ahead from rear of tender on engines in road service.

*Cleaning Fires on Yard Engines.*

60. Men shall be furnished at designated places to clean fires, ash pans and front ends of all yard, pusher and helper engines once in every twelve hours of service, and coal shall be furnished to such engines at least once in same period. Flues shall be cleaned when reported necessary by enginemen.

*Cleaning.*

61. Firemen shall not be required to do any cleaning or painting of engines except firemen on work train engines will clean above running board. Firemen on switch and pusher engines will clean inside of cabs and windows.

*Cushions.*

62. Engines shall be furnished with cushions of suitable design, and arm rests, which shall be kept in repair, and shall also be furnished with squirt hose.

*Extra Firemen, Hudson Division.*

63. All extra passenger firemen shall be required to fire hard coal for a period of ninety days before being permitted to bid in through run; this to apply only to Hudson Division.

*Promotion Yard Firemen.*

64. No yard fireman or a fireman who has lost his road rights shall be promoted to engineman, except those who have already passed third series examinations. This not to apply to firemen on the Mohawk Division, who entered yard service prior to January 1, 1905, with the understanding that they were to be promoted to engineers; 72nd Street, New York, excepted. Firemen governed by this rule shall not be required to take third series examination.

On Western Division if enginemen are required in yard service one yard fireman shall be promoted to position of yard engineman for every 15 road firemen promoted to positions of road engineers, this to apply only to yard firemen who entered the service prior to January 1, 1900.

*Fire Cleaners.*

65. Fire cleaners shall be furnished at all main terminals.

*Advertising New Runs.*

66. First, of a new run is bid in and advertised, the run shall go to the end of the division where the oldest man bidding lives.

Second, that two firemen bidding in an existing run shall change at the terminal the run formerly doubled from, unless both firemen wish to change the terminal.

Third, if one side of the run becomes vacant and is advertised, it should not be changed from the terminal where it has been running on account of seniority

of the man who bid in the vacant job. But if the man holding the other side agrees to change the terminal it may be done.

When two or more sides of a run are advertised, the oldest man bidding in the run may take the side he prefers. The vacancies shall be designated by the name or number of the run and the engineman's name. The above to apply where the service will not be affected.

*Men Laying Off, to Report.*

67. Men on regular runs, laying off, must report at least twelve hours before leaving time. This not to apply to men engaged on Committee work or who may be displaced through no fault of their own, or on the St. Lawrence, Ontario and Pennsylvania Divisions.

*Firemen Deadheaded.*

68. No fireman deadheaded from East Buffalo to Niagara Falls for pool service shall go out ahead of any man who has been on the board at Niagara Falls over ten hours.

*Relief Engine.*

69. When an engine on a regular train is cut out en route before completing trip, the regular fireman on engine will continue to end of trip with relief engine that may be furnished.

**SIXTEEN HOUR LAW.**

(a) Under the laws limiting the hours on duty, crews in road service will not be tied up unless it is apparent that the trip cannot be completed within the lawful time, and not then until after the expiration of fourteen hours on duty under the Federal Law, or within two hours of the time limit provided by State Laws if State Laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services will be paid for under the individual schedules of the different roads.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided the longer period of rest required by any member of the crew, either eight or ten hours, to be the period of rest for the entire crew.

(d) A continuous trip will cover movement straightway or turn-around, from initial point to the destination train is making when ordered to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Road crews tied up under the law will be paid the time or mileage of their schedules, from initial point to tie-up point. When such crews resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. It is understood that this Article does not permit crew to be run through terminals unless such practice is permitted under their schedules.

(f) Road crews tied up for rest under the law, and then towed or dead-headed into terminal, with or without engine or caboose, will be paid therefor as per paragraph (e), the same as if they had run the train to such terminal.

(g) If any service is required of an engine crew, or if held responsible for the engine, during the tie-up under the law, they will be paid for all such service.

S. R. PAYNE,  
*General Superintendent.*

W. J. FRIPP,  
*General Superintendent.*

A. R. WHALEY,  
*General Superintendent.*

Approved:

P. E. CROWLEY,  
*Asst. General Manager.*

At a meeting held in Room 307, Grand Central Station, on Tuesday, November 13th, 1906, at which were present Committee of Firemen representing the New York Central Employees, Mr. O. D. Hopkins, Chairman, a Committee representing firemen of the New Haven Company, Mr. A. P. Kelly, Chairman, Mr. S. Higgins, General Manager, New Haven Company, and Mr. A. H. Smith, General Manager, New York Central; Mr. J. J. Hannahan was also present.

Whereas, the New York Central and the New Haven Companies are about to substitute electric power for steam power between 42nd Street and High Bridge and between 42nd Street and Wakefield on the New York Central, and between Woodlawn and Stamford on the New Haven, and

Whereas, there is some question as between the Companies and the firemen as to the advantage or otherwise of the electric engine over the steam engine as an advantageous piece of machinery.

It is mutually agreed as follows:

That the firemen of the New York Central Company and the firemen of the New Haven Company will take position as helper on the electric engines of the respective companies at a rate of \$2.10 per 100 miles, all other conditions of hours, service and allowances to be applied as per steam schedule of firemen which is in effect on the thirtieth day of October, 1906.

Such arrangement to be continued for a period of not less than six months after the electric operation is in full effect; that is to say, when the electric operation has generally superseded the steam operation between the points mentioned.

If there is any question as to the date of such commencement the respective chairmen of the committees mentioned will agree with the general managers of the respective companies as to what date shall be considered as the date effective.

All the foregoing with the understanding that at the end of six months, provided it is shown by the Companies that the opportunity to make mileage on the electric engine is more advantageous than the same number of hours with the steam locomotive.

Then, and in that event, the firemen will grant to the companies such increase of mileage per day as may be in force on their respective systems as is shown to be fair and equitable, not to exceed 120 miles for consecutive service for the day as the schedule may appear on each system.

This applies to the Initial Electric Zone as it now exists, 42nd Street to High Bridge, 42nd Street to Wakefield and Woodlawn to Stamford.

For the Companies:

A. H. SMITH,  
V. P. & G. M., N. Y. C. & H. R. R. R.  
S. HIGGINS,  
Genl. Mgr., N. Y., N. H. & H. R. R.

For the Firemen:

O. D. HOPKINS,  
Chairman for New York Central.  
A. P. KELLY,  
Chairman for New Haven.

Arrangement covering method of handling train and engine crews on the Electric Division pending further consideration of the question of establishing a separate roster for employes in train and engine service on the Electric Division.

Article 1. Men in all classes of train or engine service who are employed on the Harlem or Hudson Division shall continue to hold seniority rights over the entire original territory and shall be given preference as their age in the service entitles them, all other things being equal.

Article 2. Positions in train and engine service will as heretofore be given to men on their respective divisions, i. e., Hudson Division men, Grand Central Terminal to High Bridge, Yonkers or Croton. Harlem Division men, Grand Central Terminal to North White Plains. Grand Central Terminal men, switch and shop service including Mott Haven Yard.

Article 3. Enginemen or firemen to be allowed to bid for positions which involve the transfers from Electric to Steam and from Steam to Electric service once in any six months' period.

When enginemen or firemen bid for transfer from Electric to Steam or Steam to Electric service, they shall not be allowed to make application for their former positions until it has been once filled and again becomes vacant.

This article not to apply to men who have been displaced through no fault of their own.

Article 4. Enginemen and firemen in Electric service operating between White Plains and Grand Central Terminal, and High Bridge and Grand Central Terminal, to be interchanged between Divisions on a schedule when approved by Committee representing the enginemen and firemen.

Under this arrangement all runs should terminate at their initial station and when it cannot be so arranged the men involved should be allowed mileage for deadheading to their initial station.

Article 5. There shall be an extra list of enginemen and firemen established in Electric territory to handle electrical equipment, and it shall be made up of the men from the Hudson Division, Harlem Division and Harlem Line in proportion to the requirements of the service on each division. Such men shall perform service over any portion of the Electric territory where the electrical equipment is used excepting Grand Central Terminal, or Mott Haven passenger yard.

If at the end of the period of thirty days from the time this arrangement



becomes operative it is determined that the men assigned to such extra service cannot make sufficient mileage during a month to insure fair wages, a readjustment of this arrangement shall be made between the Superintendent and local Committee to the end that the list of extra men shall be reduced or such other arrangements made as may be necessary to place the men in a position to earn fair monthly wage.

Article 6. Enginemen and firemen to be assigned to do switching service now being performed by hostlers in Multiple Unit service.

Nothing in this MEMO, is to in any manner abrogate the arrangements made between the officers of this Company, the New Haven Company and representatives of the enginemen and firemen dated as of November 30, 1906, covering the Electric operation.

A. R. WHALEY,  
*General Superintendent.*

W. J. FRIPP,  
*General Superintendent.*

Approved:

P. E. CROWLEY,  
*Asst. General Manager.*

For Firemen:

O. D. HOPKINS,  
*Chairman.*

G. M. HAIGHT,  
*Secretary.*

#### **FIREMEN, NEW YORK, CHICAGO & ST. LOUIS RAILROAD.**

*Rates of pay and rules for firemen. Effective May 1st, 1910.*

#### **PASSENGER RATES.**

Buffalo to Conneaut, or reverse.....	116 miles	\$2 65	Overtime will be allowed after two (2) hours in excess of schedule time.
Conneaut to Bellevue or reverse.....	132 miles	3 00	
Cleveland to Conneaut and return or reverse.....	136 miles	3 10	
Cleveland to Bellevue and return or reverse.....	128 miles	2 90	
Cleveland and Vermillion excursion runs (including engine watching).....		3 85	
Cleveland and Dover excursion runs (including engine watching).....		3 85	
Bellevue to Fostoria and return or reverse.....	64 miles	2 30	
Bellevue to West Ft. Wayne or reverse.....	124 miles	2 80	
West Ft. Wayne to Stony Island or reverse.....	141 miles	3 20	--

Passenger runs of 100 miles or less, except as specified, district passenger rates.

For passenger runs over 100 miles, same pro rata rates as district passenger rates.

Rates for Passenger Transfer Firemen between Stony Island and La Salle Street Station, \$2.80, without overtime or other allowances.

Firemen on passenger engines between Buffalo Junction and Buffalo will be allowed one hour at overtime rates.

## THROUGH FREIGHT RATES.

For all classes of engines except Class N. engines.

Buffalo Junction to Conneaut or reverse.....	114 miles	\$3 05	Overtime after 12 hours.
Conneaut to Bellevue or reverse.....	132 miles	3 50	
Bellevue to West Ft. Wayne or reverse.....	124 miles	3 30	
West Ft. Wayne to Stony Island or reverse.....	140 miles	3 70	

## THROUGH FREIGHT RATES.

Classes N., N. 1, N. 2, N. 3 and N. 4 engines.

Buffalo Junction to Conneaut or reverse.....	114 miles	\$3 20	Overtime after 12 hours.
Conneaut to Bellevue or reverse.....	132 miles	3 65	
Bellevue to West Ft. Wayne or reverse.....	124 miles	3 45	
West Ft. Wayne to Stony Island or reverse.....	140 miles	3 95	

## PICK UP RATES.

For all classes of engines except Class N. engines.

Buffalo to Conneaut or reverse.....	114 miles	\$3 15	Overtime after 12 hours.
Conneaut to Bellevue or reverse.....	132 miles	3 65	
Bellevue to West Ft. Wayne or reverse.....	124 miles	3 40	
West Ft. Wayne to Stony Island or reverse.....	140 miles	3 85	

## PICK UP RATES.

Classes N., N. 1, N. 2, N. 3 and N. 4 engines.

Buffalo Junction to Conneaut or reverse.....	114 miles	\$3 30	Overtime after 12 hours.
Conneaut to Bellevue or reverse.....	132 miles	3 80	
Bellevue to West Ft. Wayne or reverse.....	124 miles	3 55	
West Ft. Wayne to Stony Island or reverse.....	140 miles	4 05	

Pick up rates will apply to any freight train running on a through freight schedule, which picks up or sets off at five or more stations.

Pick up rates will not be allowed Firemen assigned to regular fast freight trains except where they are run as regular dead freight pick up train.

## LOCAL FREIGHT RATES.

Buffalo Junction to Brocton and return.....	96 miles	\$2 80	Overtime after 10 hours.
Brocton to Conneaut or reverse.....	65 miles	2 80	
Cleveland to Conneaut or reverse.....	68 miles	2 80	
Cleveland to Bellevue or reverse.....	64 miles	2 80	
Bellevue to Leipsic Junction or reverse.....	62 miles	2 80	
Leipsic Junction to West Ft. Wayne or reverse.....	62 miles	2 80	
Ft. Wayne to Knox or reverse.....	80 miles	2 80	
Knox to Stony Island or reverse.....	61 miles	2 80	

Local freight Firemen used on Saturday night or Sunday will be paid regular local rate when going from and returning to their regular terminal.

Local freight Firemen laying up at Brocton, Leipsic Junction and Knox will be allowed when overtime is earned on the trip, one hour and thirty

minutes, to cover preparatory and extra work at these terminals performed before schedule leaving time.

#### WORK TRAIN RATES.

All districts.....	\$2 60	Overtime after 10 hours.
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Firemen shall be paid work train rates per day for getting engines, which have been shopped, ready for service. Not less than one day to be allowed for same.

Relief Trains, Snow Plows, Light Engines and Pay Trains will receive district through freight rate.

#### BALLAST RATES.

100 miles or less.....	\$2 60	Overtime after 12 hours.
100 to 150 miles.....	3 05	
150 to 200 miles.....	4 00	

Firemen dead-heading under orders shall be paid the district rate for the service for which they are being dead-headed.

When combination service is performed on any trip, the higher rate will be allowed for entire trip.

#### OVERTIME.

Passenger Service .....	24 cents per hour.
Freight and all other classes of service.....	27½ cents per hour.

#### YARD RATES.

Chicago . . . . .	25 cents.
Fort Wayne . . . . .	24 cents.
Fostoria . . . . .	23 cents.
Bellevue . . . . .	24 cents.
Cleveland . . . . .	24 cents.
Conneaut . . . . .	24 cents.
Erie . . . . .	23 cents.
Buffalo . . . . .	24 cents.

Less than six hours work to be paid for six hours work. Over six hours and less than twelve hours work to be paid for twelve hours work. Over twelve hours work to be paid at the hourly rates.

Thirty (30) minutes will be allowed all yard Firemen to eat, without reduction of pay.

Opportunity for meals will be allowed ordinarily between 11:30 A. M. and 1:00 P. M., and 11:30 P. M. and 1:00 A. M.

Assignments to engines and runs in Yard Service will be governed by same rules as in Road Service, depending upon merit and seniority.

#### TURN AROUND RATES.

##### *Cleveland Division.*

Conneaut to Cleveland and return, or Cleveland to Bellevue and return, to be computed at one and one-half, Second District through freight rates. Overtime will be allowed after eighteen (18) hours.

*Ft. Wayne District.*

Bellevue to Green Springs and return, one-half district rates. Overtime after six (6) hours.

Bellevue to Leipsic Junction or Continental and return, one and one-half district rates. Overtime after eighteen (18) hours.

*Chicago District.*

West Ft. Wayne to Knox or South Wanatah and return, one and one-half district rates. Overtime after eighteen (18) hours.

Turn around trips not provided for in this schedule, should be counted as separate trips, each way, district rates to be allowed for same.

## OTHER TURN AROUNDS.

Turn around trips will be computed as separate trips each way, and will be paid, for six (6) hours or less, one-half district rates; over six (6) hours and less than twelve (12) hours full district rates; leaving time on return trip to be computed from arriving time at turn around point, except that where round trip distance is less than sixty-five (65) miles, half district rates will be paid for six (6) hours or less; over six (6) hours and under twelve (12) hours full district rates will be paid. For the short turn arounds referred to in the exception, for switching or waiting at turn around points, overtime rates will be paid; the overtime allowed not to be counted in the road time.

When necessary to set off train, due to engine failure and disabled engine runs light to terminal, the crew sent out from that terminal to take train in will be allowed turn around rates. If called immediately after arrival at terminal from turn around trip it will be considered as a new trip.

## RULES.

RULE 1. In computing overtime, actual time will be used.

RULE 2. Time of Firemen will begin thirty (30) minutes before time set for departure of train, and will end when engine is delivered on designated track, or to proper person.

RULE 3. Firemen will be assigned to regular runs, regardless of engine used.

RULE 4. When Firemen are called, and for any reason other than their own acts do not go out, they shall, if held three hours or less, be allowed one-fourth district through freight rates. If held more than three hours and less than six hours, one-half district rates. If more than six hours, full district rates and stand first out.

RULE 5. Firemen acting as witnesses, or attending Court under instructions from any official of the Company, will be allowed their expenses and the actual time which would have been earned by them if on duty.

RULE 6. Firemen will be called within one hour and a half or nearly so, before leaving time. The caller to be provided with a book in which Fireman shall register their names and time called, also the leaving time. When regular runs are scheduled to leave terminal between 9:00 P. M. and 7:00 A. M. Firemen assigned to such runs shall be called, if they so request.

This to apply only at points where callers are maintained, and to all Firemen living within regular calling distance.

**RULE 7.** In the event of an engine giving up its train on account of being disabled, the engine crew assigned to such engine will remain with it until it reaches the shop, except that in case of passenger engines disabled, the responsible official of the Company may at his discretion require crews to exchange engines.

**RULE 8.** Irrespective of class of service, the oldest Firemen will have the privilege of runs which in their estimation are most desirable, except that when called for promotion, he will be required to fire in road freight service for a reasonable period, determined by the Master Mechanic. Regular passenger Firemen retrograded from engineers, will not be privileged to change off for casual or temporary freight service as Engineers.

**RULE 9.** If a regularly assigned Fireman lays off for more than one round trip, the oldest Fireman will be assigned to such run, if he so desires. If for one trip only, the oldest available Fireman will be called.

**RULE 10.** When Firemen are promoted to Engineers, they shall be classed as road engineers, and shall date as road engineers from time of approval as such.

**RULE 11.** Firemen taking engines to shop and held more than twelve (12) hours, shall be paid district through freight rate for the time held, as per Rule 4.

**RULE 12.** It will not be the general practice to require Firemen to uncouple engines, cut air hose, steam hose and safety chains, or throw switches, but at special points, Firemen will be required to do this, if the conditions surrounding the operation demand it.

**RULE 13.** Firemen held at terminals for passenger runs over twelve (12) hours, shall be paid district passenger rates, for time held as per Rule 4.

**RULE 14.** Firemen may send in their own trip slips showing time earned, and shall be notified when time is not allowed, and reason why.

**RULE 15.** When Firemen are used as Hostlers at terminals, and are held off their regular runs that work, they shall be paid Firemen's rates for the districts to which they are assigned. Firemen working as Hostlers, when not taken off their regular runs, will be paid Hostlers' rates.

**RULE 16.** Promotion of Firemen to Engineers shall be made according to seniority of service with the Company after fair examination, the officer of the company to be the judge.

**RULE 17.** Proper attachments to afford Firemen protection against inclement weather, and to secure safety, shall be provided on all engines; and they shall be equipped with coal drenchers.

**RULE 18.** List of Firemen shall be posted in a conspicuous place at each round house, and copy of same shall be furnished to Chairman of each Committee upon request. This list is to be corrected annually.

**RULE 19.** On regularly assigned runs, the oldest Fireman may name the lay-over point.

**RULE 20.** All communications in the nature of complaints involving discipline of the service, made by one employe against another, must be in writing.

**RULE 21.** Firemen will not be dismissed or suspended from Company's

service without just cause. In case of suspension or dismissal, if any Fireman thinks his sentence unjust, he shall have the right, within ten days, to refer his case, by written statement to the Master Mechanic or to the Division Superintendent. Within ten days of the receipt of this notice, his case shall have a thorough investigation by the proper officers of the Railroad Company, at which he may be present, if he desires, and also be represented by disinterested employes in same class of service. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the Superintendent of Motive Power or the General Manager. In case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

**RULE 22.** At Conneaut, Bellevue, West Wayne and Stony Island terminals, Firemen will be relieved from placing the following supplies on engines, namely, chains, jacks, push poles, pinch bars and frogs and plank. They will also be relieved from removing and placing oil cans on engines. They will also be relieved from scouring bell and other brass work, blacking front ends and smoke stacks, filling and cleaning headlights, classification lamps, and tail lamps. Firemen will also be relieved from wiping bell and jacket on all road engines in regular service. Firemen will be required to clean outside of cab windows, and also clean boiler head and all fittings, and inside of cab.

Firemen on work train engines and other engines in special service, held away from terminals, must fill, clean and take care of all engine signal lamps.

They must wipe off outside of cab and all engine above running board, keeping same in presentable condition.

Firemen on all switch engines must draw oil and other light supplies, and wipe off engine above running board, keeping same in presentable condition.

Firemen will not be relieved from knowing that all lamps and signals on engines are ready for efficient use before leaving terminal.

**RULE 23.** At Euclid and Leipsic, Firemen will be relieved from putting coal on engines between November 1st and April 1st. Firemen will be required to place coal gates in proper position before coal is taken at above points.

May 1, 1910.

A. W. JOHNSTON,  
*General Manager.*

#### **FIREMEN, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.**

*Schedule and agreement with Locomotive Firemen. In effect June 11, 1910.*

#### **ARTICLE 1.**

##### *Passenger Trains.*

**RULE 1.** Firemen on all passenger trains shall receive two dollars forty-five cents (\$2.45) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles they shall receive two and forty-five hundredths (2 45/100) cents per mile.

**RULE 2.** Ten (10) hours or less shall constitute a day's work. Overtime shall be paid after ten (10) hours at the rate of twenty-four and five-tenths (24.5) cents per hour.

RULE 3. Firemen on light engines in road service shall receive passenger rates.

ARTICLE 2.

*Freight, Work and Mixed Trains.*

RULE 1. Firemen on freight, work and mixed trains shall receive on engines weighing one hundred and fifty thousand (150,000) pounds or more, exclusive of tender (this rate to include firemen on K-l-a engines), two dollars eighty cents (\$2.80) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles they shall receive two and eight-tenths (2.8) cents per mile.

RULE 2. Ten (10) hours or less shall constitute a day's work. Overtime shall be paid after ten (10) hours at the rate of twenty-eight (28) cents per hour.

RULE 3. On engines weighing less than one hundred and fifty thousand (150,000) pounds firemen shall receive two dollars sixty cents (\$2.60) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles firemen shall receive two and six-tenths (2.6) cents per mile.

RULE 4. Ten (10) hours or less shall constitute a day's work. Overtime shall be paid after ten (10) hours at the rate of twenty-six (26) cents per hour.

RULE 5. When firemen on work trains have been in service ten (10) hours it shall be understood that they have completed a full day, equivalent to one hundred (100) miles, and if required to do further service they shall be paid miles and hours. If called upon after leaving the Company's premises, it shall be considered another day.

ARTICLE 3.

*Mixed Service.*

RULE 1. Firemen in mixed service or firing mixed trains shall be paid freight rates. This includes hauling a car or cars on any part of the trip to be used, or used exclusively, for lading billed as freight. It also includes cases where one (1) steam locomotive has in tow one (1) or more steam locomotives without cars.

RULE 2. No two classes of pay will be allowed in one (1) day's road service.

RULE 3. Mixed trains and mixed service does not include switching.

ARTICLE 4.

*Yard Service.*

RULE 1. Firemen on all switchers in eight (8) hour yards shall be paid two dollars (\$2.00) per day. Eight (8) hours or less shall constitute a day's work. For all over eight (8) hours they shall be paid pro rata rates per hour.

RULE 2. Firemen on all switchers in ten (10) hour yards shall be paid two dollars forty cents (\$2.40) per day. Ten (10) hours or less shall constitute a day's work. For all over ten (10) hours they shall be paid pro rata rates per hour.

RULE 3. When firemen on switchers are required to work overtime and same exceeds one-half ( $\frac{1}{2}$ ) of their regular day, they shall be paid one (1) day for it.

RULE 4. In ten (10) hour yards firemen shall be allowed one (1) hour for meals between the fifth and seventh hours from time of starting work. If required to work any part of the meal hour, they shall be paid one (1) hour extra at switching rates.

RULE 5. When firemen have to double on eight (8) hour switchers, the Company will endeavor to deliver whatever food the firemen may arrange for.

RULE 6. Firemen when sent out on the road shall be paid their regular day in the yard, plus their mileage on the road at road rates. Overtime shall be paid after expiration of hours governing service they are taken from.

RULE 7. Firemen on switchers after having completed their day's work and then sent out on the road shall receive miles and hours for such extra service, unless they are out to exceed five (5) hours or fifty (50) miles, in which case they shall receive at least a full day at road rates.

RULE 8. When engines are sent light to a distant point for the purpose of switching in yards where other switch engines are employed, firemen shall receive switching rates, plus their mileage to and from yard at passenger rates, the same as for deadheading, time to be continuous from initial point until returned to initial point. Overtime to be computed in accordance with the class of yard employed in.

#### ARTICLE 5.

##### *Passenger Switching on Road and at Terminals.*

RULE 1. Firemen on passenger trains, if called upon to do any switching at points where switch engines are employed, shall receive switching rates; time to commence when engine is prepared to switch and end when through switching, sixty (60) minutes or less to count as one (1) hour.

RULE 2. Firemen on passenger trains that are required to do any switching at points where switch engines are not employed shall be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

RULE 3. Firemen on passenger trains who are required to take their own trains from or to yard or station, then cut off and go for other cars, such as baggage and express cars, shall be paid switching rates; thirty (30) minutes or less not to be counted. Time shall be computed from time engine is cut off of train until returned to its train again.

RULE 4. Firemen on passenger trains who are called upon to take other than their own train to or from station or yard shall be paid switching rates; time to be computed from time engine is ordered to be on train until cut off and on its own train, less than thirty (30) minutes not to be counted.

#### ARTICLE 6.

##### *Freight Switching on Road and at Terminals.*

RULE 1. Firemen in road service on freight trains are to do the necessary switching at points where there are no switching crews at any hour of the day or night, without extra compensation; but where there is a switching crew employed at any hour of the day or night the road crews are to set



out the cars they have for that station and the switching crews are to do the placing of cars on private sidings, freight house sidings and individual tracks, and all other necessary switching, but if the road crews are called upon do to this work they shall be paid for same at regular switching rates. The same to apply to cars picked up by freight trains. The switching crews are to get such cars for all freight trains together to be picked up by the road engine, but if it is necessary to call on the road crews to do this switching which should properly be done by the switching crews they shall be paid for same at regular switching rates. The setting out or picking up of cars as outlined above is not to be considered switching.

**RULE 2.** The following shall constitute switching: Picking up a car or cars not ahead on siding, taking cars from more than two (2) sidings, setting off cars on more than two (2) sidings.

**RULE 3.** This article means that the time consumed in switching at such stations shall be compiled and the time allowed accordingly. Firemen shall receive pay for every hour or fraction thereof. Time commences when engine is prepared to switch, and ends when through switching.

**RULE 4.** On all freight trains and switchers, when switching is being done, a member of train crew shall be in position where he can be seen by engine crew.

#### ARTICLE 7.

##### *Computing Time, Overtime and Mileage.*

**RULE 1.** A day's work for firemen shall begin at the time engine is scheduled to leave engine house or storage track, which shall be not less than thirty (30) minutes before the schedule leaving time of train or time ordered to leave, and shall end when engine is delivered for final disposition for the day. This to apply to switchers when firemen are obliged to get their engines ready at the beginning of the day's work.

**RULE 2.** In computing overtime made by firemen less than thirty (30) minutes shall not be counted. Thirty (30) minutes over the regular day's work, one hour will be allowed.

**RULE 3.** In computing mileage, the actual miles made in road service, and fractions thereof, shall be used, and when the fractions of the total miles for the day equal fifty-hundredths (50/100) of a mile, or more, a full mile shall be allowed.

Example: Mileage from A to B 25.10 miles.  
 Mileage from B to A 25.10 miles.  
 Mileage from A to D 30.15 miles.  
 Mileage from D to A 30.15 miles.  
 Total.....110.50 miles.  
 Run calls for 111 miles.

**RULE 4.** Firemen firing light engines to and from their trains will be allowed mileage so made, provided it is fifty-hundreths (50/100) of a mile or more.

Example: Mileage from station to engine house, 60/100 of a mile.  
 Mileage from engine house to station, 60/100 of a mile.  
 One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

**RULE 5.** Firemen required to take their own trains to or from stations and yards shall be allowed mileage, provided it is fifty-hundredths (50/100) of a mile or more.

Example: Mileage from yard to station, 1 and 40/100 miles.  
Mileage from station to yard, 1 and 40/100 miles.  
One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

**RULE 6.** Firemen on double runs, running alternate days, making a round trip one day and entitled to lay-off the next, will be paid not less than two (2) full days for the run.

Example: On Monday, Wednesday and Friday, a fireman runs from F to G, making ninety-eight (98) miles, and from G to F, making ninety-eight (98) miles: The fireman receives one (1) day each way, or two (2) full days for the run.

**RULE 7.** If firemen, for any reason other than their own, are deprived of making their full trip, they shall be paid the regular mileage of the trip. These firemen can be used on other runs without extra compensation, unless they exceed the regular mileage. Firemen shall not receive less than a day's pay, if they are called to go out or are under orders.

Example: A fireman has a run from New Haven to New London and return, making one hundred two (102) miles. The fireman leaves New Haven and on arrival at Saybrook Junction is deprived, on account of a wreck, of finishing the run to New London; he is sent to New Haven, and returns to Saybrook, then returns to New Haven on his regular run, making for the day sixty-six (66) miles on his own run and sixty-six (66) miles on another run. He would receive for this day's work his regular mileage of one hundred two (102) miles, plus thirty (30) miles over his regular day's work.

**RULE 8.** On all runs that are considered one (1) day each way and firemen are held at the turning point under orders, they shall be paid for such time held in addition to their regular day's work.

#### ARTICLE 8.

##### *Deadheading.*

**RULE 1.** Firemen deadheading over the road under orders shall be paid passenger rates, except when deadhead mileage is less than one hundred (100) miles and is in conjunction with freight or mixed service work.

**RULE 2.** Mileage will not be allowed firemen when deadheading to take runs that they have bid in.

**RULE 3.** If firemen lose their runs or jobs through no fault of their own, deadhead mileage will be allowed to the initial point of runs or jobs which they select, or to the point where spare men are assigned.

**RULE 4.** Extra firemen, when relieved by men who have bid in or selected runs, shall be paid deadhead mileage to the point where they are obliged to report.

**RULE 5.** Firemen deadheading under orders from one point to another shall receive a full day's pay at passenger rates, if they do no further work that day.

**RULE 6.** Firemen who are required to deadhead to a distant point to cover a train for one (1) day, shall be paid continuous time from their initial points until they return to their initial points, and be paid deadhead mileage as extra service, except firemen who are required to deadhead on the preceding day and arrive at the distant point before 12:00 o'clock midnight and return on the following day, when they shall be paid not less than one (1) full day each way.

**RULE 7.** The time of a firemen beginning his day's work by deadheading shall be continuous from the schedule leaving time of the train on which he deadheads until he is relieved at the end of the day.

**RULE 8.** The time of a fireman ending his day's work by deadheading shall be continuous from the beginning of his day's work until the train on which he deadheads arrives at his home terminal.

**RULE 9.** When firemen are ordered to deadhead on electric cars, they shall receive mileage equivalent to the amount paid in fare, in addition to this article.

#### ARTICLE 9.

##### *Learning the Road.*

**RULE 1.** The oldest fireman on the extra list shall be the first to learn the road and qualify for service on electric locomotives over such portion as firemen are required to be acquainted with before they are allowed to work over it.

**RULE 2.** Firemen shall have an opportunity to qualify for electric service and learn portions of the road that their division runs over, prior to promotion, as may be directed by the Superintendent or Master Mechanic.

**RULE 3.** In all cases of firemen learning the road, they shall be paid passenger rates for every mile they make, but in no instance shall they receive pay for less than one hundred (100) miles.

#### ARTICLE 10.

##### *Regular Firemen Called Upon.*

**RULE 1.** Regular firemen who are called upon to do extra service after completing their regular day's work or run of one hundred (100) miles or less shall be paid for further service for the actual miles made in such service and the hours as extra after they have been on duty ten (10) hours, the hours to count from the beginning of the regular day's work. If on duty at the round house or under orders they shall receive twenty-four and five-tenths (24.5) cents per hour.

**RULE 2.** If called upon after completing their regular day's run, and having left the Company's premises, it will be considered another day.

**RULE 3.** Regular firemen will not be called upon to do extra service at any time, if spare firemen are available. In cases not covered by the schedule, where they are called upon to remain on duty, they shall be paid pro rata rates per hour for time so delayed or employed.

**RULE 4.** Regular firemen required to do extra train work in the middle of the day shall be paid for such work as extra service. They shall receive miles, if they go out on the road, and hours if they remain under orders. It is understood that hours will be paid instead of miles made entirely within yard limits.

**RULE 5.** Firemen on regular runs when called two (2) hours or more before the beginning of their regular day's work and then go out on their regular runs, shall be paid one (1) day in addition to their regular day's pay. If called less than two (2) hours and then go out on their regular runs, they shall be paid miles or hours, whichever is the greater, as extra service, sixty (60) minutes or less to count as one (1) hour. If called to go out before the time of their regular run to cover some other run, they shall be paid for all time consumed over their regular day as extra service, sixty (60) minutes or less to count as one (1) hour, and for all miles made in addition to their regular mileage.

**RULE 6.** If firemen are taken from their regular runs to cover any service which pays less than their regular runs, the difference, or loss to the man, will be made good by the Company.

**RULE 7.** Whenever the Company re-arranges the train service on any division between timetables, and extra mileage is added to runs of less than one hundred (100) miles, such mileage shall be paid for as extra service for thirty (30) calendar days, unless three (3) or more runs are thus affected. It will be also understood that runs so affected by a temporary re-arrangement of seven (7) days or less shall be paid for as extra service.

#### ARTICLE 11.

##### *Firemen Failing to Work a Full Day.*

**RULE 1.** When for any reason other than by orders of the Company a fireman fails to complete his day's work as arranged by the Company, he will be paid not less than the hours he works or miles he makes, and should the amount made by both men be less than the regular pay for the job, the difference shall go to the man relieved, or if the regular man be relieved without extra expense to the Company he shall be paid a full day, but in all cases the man who relieves him shall be paid as per schedule.

**RULE 2.** If it is necessary for a fireman to be off duty for any reason, or he reports sick before commencing his day's work, and he is not relieved at the starting point or time of his day's work, but is required to work for a certain time, or run to a certain point before he is relieved, or if he is relieved on account of injury while on duty, he will be paid not less than a full day.

#### ARTICLE 12.

##### *Terminal Delays.*

**RULE 1.** When from any cause firemen are delayed in delivering their engines on track designated for that purpose, after arrival at final terminal, they shall be paid for such delay as extra service, forty-five (45) minutes to count the first hour, one (1) hour thirty (30) minutes to count as two (2) hours; this not to apply to trains already earning overtime.

The following definitions as to terminal delays shall govern in allowing time claimed for such delays:

**Passenger service:** Terminal delay will commence when train arrives at its terminal station as shown on the time card.

**Freight service:** Terminal delay will commence after train has made first stop in yard, which may be a part of a large terminal, which is the destination

of train by schedule, symbol book or general orders. "In yard" means after engine has passed first switch leading from main track to yard in direction that train is moving.

#### ARTICLE 13.

##### *Doubling Hills.*

RULE 1. Firemen having regular runs shall be paid extra for mileage made in doubling hills, it being understood that regular extra shall be considered as regular runs. Firemen on extras will have mileage so made added to their mileage.

#### ARTICLE 14.

##### *Attending Courts.*

RULE 1. Firemen attending courts, inquests, or other business by orders of the Company, shall be paid the same amount they would have received had they remained at work. They shall also be paid necessary expenses while held for such service.

RULE 2. Firemen called for investigation, except when subject to discipline, or examination during lay-over in the middle of the day, or prior to or after completion of day's work, shall be paid for time held in such service at their regular rates, sixty (60) minutes or less to count as one (1) hour. Firemen failing to pass air brake, mechanical or train rule examination, this rule will not apply.

RULE 3. Firemen who are required to lose their day's run in order to attend an examination or investigation will be paid their regular rates, except when subject to discipline, or the amount they would have received had they remained at work. Firemen failing to pass air brake, mechanical or train rule examination, this rule will not apply.

#### ARTICLE 15.

##### *Firemen Relieved.*

RULE 1. Firemen firing regular one-way trains, and cut out for any reason other than their own, thereby losing their return trip, will be allowed to return to take their run at either terminal. If they return to their home terminal the Company will pay deadhead mileage. The difference in pay shall be made good by the Company, less deadheading and overtime.

RULE 2. Runs that are considered one day each way are runs that make a continuous trip with but one turning point.

RULE 3. If a fireman requests relief on account of rest or illness at stations between the terminals of his run, and is relieved, he may report for duty at the terminal or turning point of his run, and will notify the engine dispatcher when and where he will report for duty, and will be held responsible for any failure to report at the place and time named.

RULE 4. Firemen on regular runs that start from the same terminal every day who are relieved for any reason other than their own, thereby losing the following day's work, the Company will make good the difference between overtime earned and time lost on days in question.

## ARTICLE 16.

*Time Not Allowed.*

RULE 1. When there is a dispute over time claimed on time slip the parties interested shall be notified in writing and given reasons why said time is disputed and not allowed. This shall come from the Master Mechanic or Superintendent.

RULE 2. Firemen who receive their pay on the road will receive all their pay from one pay car.

## ARTICLE 17.

*Extension of Rights.*

RULE 1. All branch lines and divisions, the motive power of which is under the supervision of the same Master Mechanic, will be treated as one division as regards the seniority rights of firemen, except on the Boston and New York Divisions. This means that the New York Division and the Shore Line Division will be carried on one roster, which will be called the Shore Line roster.

RULE 2. The Providence, Midland and Old Colony Divisions will have track-age rights over the Boston Division on all runs entering and departing from Boston running over their territory.

RULE 3. All runs and jobs confined wholly within the Boston Division limits will be equally allotted to each division entering Boston.

RULE 4. The Boston Division will be considered neutral territory and will not carry a roster.

## ARTICLE 18.

*Seniority Rights.*

RULE 1. The rights of firemen to preference of runs shall be governed by seniority in service.

RULE 2. Firemen losing their runs or jobs by reason of their having been discontinued or having been taken by firemen their senior, or for any reason not brought about by any fault or action of their own, shall be entitled to take any run or job on the same division, at initial or other terminal, held by a fireman their junior in seniority, but shall not be permitted to take such run or job at other than commencement of day.

RULE 3. A fireman losing his run or job as per seniority rule will be required to make a choice in writing of run or job within fifteen (15) days from time he was notified of his displacement, and will go on the spare list until he makes a selection, unless he has permission to lay off. A fireman failing to make a selection within fifteen (15) days will remain on the spare list until he bids in a run or job.

RULE 3-A. When a fireman bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on the division, but should he select any board other than the one from which he bid, he shall deadhead at his own expense.

RULE 4. In instances where firemen are absent from service for causes as are provided for by Rule 1, Article 26, the provisions of the preceding rule do not apply until such time as the fireman reports back for work.

RULE 5. Firemen will be placed on seniority list in same order in which they are assigned to the service, and will be given precedence accordingly in all matters pertaining to seniority.

RULE 6. When a fireman selects a switcher as his regular job, he can displace any man his junior, provided he does not select a switcher held by a man disqualified from road service.

RULE 7. No fireman shall be considered permanently disqualified for road service, unless he has been injured while in performance of his duties, or failed in examinations, and placed in switching service.

RULE 8. A fireman failing in final examination can displace any fireman who is in line for road service, if his position is declared a switcher.

RULE 9. A roster of each division shall be placed conspicuously in all engine houses so that it may be referred to at any time. The roster will be corrected at least every six (6) months, if changes occur in that period.

#### ARTICLE 19.

##### *Definitions of Runs and Jobs.*

RULE 1. Definition of a run: A train or group of trains, the number, symbol or description of such trains advertised separately or in groups, and having time of departure defined for each working day, shall constitute a run.

RULE 2. Definition of a job: Switching service, emergency work, service on pushing and helping engines, with time defined for commencement of each working day, shall constitute a job.

#### ARTICLE 20.

##### *Advertising Runs and Jobs.*

RULE 1. Vacancies on all runs or jobs shall be advertised on all bulletin boards on the division on which they occur for five (5) days. The oldest man in service will be given preference as per seniority rule, if competent, and will be given a fair change to prove his ability.

RULE 2. All runs and jobs vacant will be advertised on bulletin boards on Saturday of each week, and all bids for such vacancies must be made in writing to the Master Mechanic, and be in his office on or before 3:00 P. M. of the following Thursday, at which time they will be awarded and the successful applicant placed on the run of his choice within three (3) days thereafter.

Note: This does not effect special official trains.

RULE 3. When a fireman bids in a position, he will not be allowed to bid for his former position until it has once been filled and again becomes vacant, except in event of his being displaced.

RULE 4. In the event of a run or job being advertised and not bid in, it will be readvertised and be considered a vacant run or job until bid in.

RULE 5. No train shall be considered a regular extra or section of a regular train until it has run for a period of thirty (30) days. All regular extras, timetable trains, trains designated in the symbol book, all sections of regular trains, all switchers, all emergency jobs, all pushers and helpers, shall be classified as annual runs.

RULE 6. Changing the initial starting point of a run, increasing the length of day two (2) hours or more, decrease in earnings per day equivalent to two (2) hours or more, initial starting time changed one (1) hour or more,

changing destination of initial starting train, constitutes a new run, and all must be advertised in accordance with this agreement. This also to apply to switchers.

RULE 7. When a run has been changed so that it constitutes a new run and it is required to be posted, the fireman who was occupying the run when it was changed may remain on same until it is bid off, after which he will be allowed to select his future run in accordance with this agreement.

#### ARTICLE 21.

##### *Equalizing Runs.*

RULE 1. When runs are run over two (2) or more divisions, and there are opposing trains, the trains shall be equally allotted to the divisions over which the trains are run.

RULE 2. If there are no opposing trains, the division over which the greatest mileage is made will be awarded the train.

RULE 3. If a season train is put on and there is no opposing train, it shall be alternated annually between the divisions over which it runs.

RULE 4. This refers to division lines as at present arranged in accordance with this agreement, but changes will be made only when runs are re-arranged or vacancies occur.

#### ARTICLE 22.

##### *Annulling Trains.*

RULE 1. When any run or job is temporarily annulled for a period of fifteen (15) days, the fireman holding said run or job will be allowed to return to the run or job when it is reinstituted within the above period, provided he does not bid in or select another run or job during the temporary annulment.

#### ARTICLE 23.

##### *Transferring Firemen.*

RULE 1. When it becomes necessary for the best interests of the Company to transfer firemen from one division to another, they shall retain all their rights under seniority rule. Men thus transferred shall not assume their rights under seniority rule until a vacancy occurs.

RULE 2. Firemen transferred from one division to another upon their own request shall be considered as new men.

RULE 3. Firemen transferred from one division to another against their wishes can be returned to their home division and assume their seniority rights when vacancies occur, if written application is made to the Master Mechanic within six (6) months.

RULE 4. Firemen transferred from one division to another as engineers, and afterward set back firing, will return to the division they were transferred from at the time of promotion, subject to the provisions of Rule 4, Article 25. They will not be in line for promotion as engineers on that division, but must return to the division that they acquired rights on as engineers when engineers are wanted.

RULE 5. Firemen who were transferred under provisions of the preceding



rule prior to February 16th, 1908, will, if demoted to firing, take their rights as firemen on the division that they held held rights on as engineers.

**RULE 6.** Firemen who accept transfer from one division to another and become promoted to engineers, shall not thereafter be re-transferred as engineers to the division they fired on, if there are still on that division firemen who can be promoted who were older than they were at the time of transfer.

#### ARTICLE 24.

##### *Reducing Force.*

**RULE 1.** When there is a surplus of firemen for the business of the division, the firemen in point of seniority shall have the preference for employment.

**RULE 2.** Whenever it becomes necessary to reduce the force of firemen in service, it shall be done by taking off firemen per seniority list of the division taken in reverse order. The firemen thus taken off shall be the first to be brought back into service when more firemen are wanted.

**RULE 3.** At terminals where firemen are assigned to the service known as the extra list, the number so assigned shall be reduced when the average pay of the firemen falls below fifteen dollars (\$15.00) for each of two (2) consecutive weeks.

**RULE 4.** When there is an overloaded working list on any division and another division is in need of firemen, the youngest fireman shall be transferred to the division needing the firemen. In the event of a fireman refusing to go, he shall be given a leave of absence, with the understanding that when additional firemen are needed he shall be sent for to resume firing according to his seniority standing. A fireman thus transferred shall have the right to return to the division he was transferred from when firemen are needed, before firemen are hired, if he so desires.

**RULE 5.** When there is an overloaded spare list at any terminal on a division, and it is necessary to reduce the number of spare firemen at that point, the youngest fireman on that list will be the first to be transferred to any other terminal on the same division that needs additional firemen, and firemen thus transferred will be the first to be brought back, in their seniority order, provided they desire to return to the terminal they were transferred from, when more firemen are needed. In the event the youngest fireman is on a temporary vacancy, he shall be taken from same immediately on notice that he is to be transferred or laid off.

**RULE 6.** Firemen laid off under the provisions of this article will be required to leave their addresses with the Master Mechanic, and will be given preference for employment on any other division, if they so desire, before new firemen are employed. The firemen thus employed shall be given the right to return to the division they were taken from, to resume firing according to their seniority standing on that division, if they so desire, before new firemen are employed on that division.

#### ARTICLE 25.

##### *Promotions and Demotions.*

**RULE 1.** Hereafter when additional engineers are required, it is agreed that all firemen in the service who have fired three (3) years or longer (this to

include at least one (1) year in road service), will have an opportunity to qualify for the position of engineer. Firemen who do qualify shall be promoted before engineers are hired. Such promotions shall take place on the division where the firemen have rights. Firemen shall be required to take the examinations for promotion to engineer in regular order of seniority. Firemen failing to pass, may, if they so desire, have three (3) months to prepare themselves for a second examination; failing to pass in this examination, they may, if they so desire, have three (3) months more to prepare themselves for a third examination, and if they are not successful in passing this third examination, they will be placed at the foot of the list and work up as new men. Failing to pass the first time when they are called for final examination they may be placed in hostling, switching or inspector service, or dropped from the service. A record shall be kept of each examination of every fireman and same shall be open to the inspection of the Firemen's Committee, when they desire it, if authorized in writing by the man himself.

RULE 2. Promotion certificates showing date examinations were completed will be given to those passing the required examinations. All examinations of firemen to date from July 7th, 1906.

RULE 3. When it becomes necessary to use a fireman as an engineer for twelve (12) consecutive days, the fireman shall be permanently promoted. The oldest demoted qualified man shall be used for such service.

RULE 4. When there is a surplus of engineers for the business of the division, engineers who have been promoted from firemen may return to firing, resuming their original rating on the firemen's roster, and exercise their seniority in selecting a run or job firing.

RULE 5. When additional engineers are required, the men who have been set back to firing shall be called upon to resume running, such men to be sent for according to their seniority standing.

RULE 6. An engineer who has not been promoted from the position of fireman on this System has no rights as a fireman.

#### ARTICLE 26.

##### *Firemen Occupying Other Positions.*

RULE 1. Firemen who are occupying other positions than firing for a period of ninety (90) days or more in one (1) year, other than firemen injured in service or sick and recovering from same, occupying official positions, serving on committee work or hostling, will give up roster standing on the firemen's list, and if they return to the firemen's list they shall return as new men, except such firemen working in the electric service for the summer season, or period of six (6) months or less, on the Providence, Warren & Bristol or Nantasket Branches.

RULE 2. Runs or jobs vacated by firemen under conditions described in this article, will, upon expiration of sixty (60) days, be advertised. When it is known by the Company that the firemen will be absent from their runs or jobs at least sixty (60) days, such vacancies shall be advertised immediately.

RULE 3. Firemen losing their runs or jobs by provisions of this article will be subject to the provisions of Rule 2, Article 18.

## ARTICLE 27.

*Hostlers.*

RULE 1. Hostlers shall be furnished to take charge of and hostile engines at points where eight (8) or more engines put up. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed, whether engines put up there or not.

RULE 2. Hostlers at Harlem River, Stamford, Bridgeport, New Haven, Midway, Providence, Boston, Waterbury, Hartford, East Hartford, Springfield and Worcester, shall receive two dollars twenty cents (\$2.20) per day.

RULE 3. Hostlers at all other points shall receive one dollar ninety cents (\$1.90) per day.

RULE 4. Ten (10) hours or less shall constitute a day's work, overtime to be paid for at pro rata rates.

RULE 5. Where there are less than eight (8) engines put up and no hostlers are employed, the fireman's time shall continue on his regular day until the engine is placed for final disposition for the day.

## ARTICLE 28.

*Spare and Emergency Firemen.*

RULE 1. Spare firemen shall be run first in and first out, so far as it is possible with the requirements of the service. When firemen are assigned to temporary vacancies, they shall remain on same, provided they are competent, until the regular men return or until regular men are assigned. The following exceptions will be made to the above:

A. Except as provided for in Article 24.

B. When spare firemen are assigned to a temporary vacancy that should be covered by firemen from some other terminal. In this case, the fireman first assigned to the run shall be returned to his home terminal, and the vacancy covered by a spare fireman from spare board where run originates, and in accordance with the first paragraph of this rule.

RULE 2. Spare firemen shall receive rates of regular men while on the road and shall not be kept for any particular service, but must be assigned in order from the list, if qualified, and all spare firemen shall be given a chance to demonstrate their ability.

RULE 3. Spare firemen not at home when called shall be immediately placed at the foot of the list.

RULE 4. Spare and emergency firemen when held on duty shall be paid passenger rates per hour, ten (10) hours or less of service to constitute a day's work. If sent out on the road, they shall be paid their hours in the house and miles on the road, overtime to be computed on a basis of ten (10) hours.

RULE 5. After spare and emergency men have completed a full day in the house and then sent out on the road, they shall be paid hours and miles for such service at road rates, overtime to be computed from beginning of day's work in the house and end as per article on computing time. Spare and emergency men making house time and switching time shall be paid hours in the house at passenger rates and hours in the yard at pro rata

switching rates per hour, but in no instance shall they receive less than one (1) full day's pay.

RULE 6. Regular firemen who are off duty will report for duty at least twelve (12) hours in advance of their regular leaving time, and the extra man working on the run or job will be notified and have his name placed on the spare board immediately upon arrival at terminal where spare list is located. If more than one man arrives at the same time, they will stand out in the same order that they were relieved.

RULE 7. The present system of bulletin boards shall be maintained at all engine houses where spare men are assigned, and same shall at all times be in view where firemen can consult them and know where they stand on the list.

#### ARTICLE 29.

##### *Miscellaneous.*

RULE 1. Firemen will be allowed to exchange runs or jobs for a period of thirty (30) days prior to promotion, also in case of injury or convalescence, if agreeable to the party they wish to change with and approved by the Master Mechanic.

RULE 2. Regular firemen will not be allowed to give up their runs to go on the spare list.

RULE 3. Firemen on regular runs will be allowed to live where they believe it to be to their best interest and advantage, but shall be held responsible for not properly covering their runs. A telephone or telegraph message shall be accepted as sufficient notice to a round house foreman or engine dispatcher that a fireman wants to report on or off duty.

RULE 4. If an engine breaks down on the road while on its run, an engine will be furnished the regular crew so that they can continue on their trip.

RULE 5. Firemen shall not be required to throw switches or do flagging, except in cases of extreme necessity.

RULE 6. The General Chairman will be furnished with a copy of all decisions and interpretations of the General Manager, General Superintendent and Mechanical Superintendent, based on the schedule, that may be issued from time to time.

#### ARTICLE 30.

##### *Work Required of Firemen.*

RULE 1. Firemen having regular engines will be required to clean inside and outside of cab, including windows, paint work and jacket above running-board.

#### ARTICLE 31.

##### *Work Not Required of Firemen.*

RULE 1. Firemen will not be required to shovel coal onto tenders from cars or coal bins. At terminal or turning points where men are kept to shovel coal onto tenders, these men will put the coal ahead on the tenders, when there is enough on same to complete the day, and the firemen desire it. Men who are required to shovel coal onto tenders, shall place and trim it properly.

**RULE 2.** The present practice of shoveling coal over on tanks and taking water on through passenger trains is to be continued, this practice to be extended from time to time as may be necessary.

**RULE 3.** Firemen will not be required to clean flues, wash paint, spark engines, clean fires, take sand, or any other work that is required to be done by the round house men.

**RULE 4.** At points where coke is used, men will be furnished to build up the fire.

**RULE 5.** Firemen on pooled engines will be exempted from all cleaning. This also applies to engines held in for repairs.

**RULE 6.** All firemen will be exempt from wiping engines below running board, scouring brass inside or outside of cab, blacking front ends, boiler-heads or stacks, or cleaning tenders.

**RULE 7.** Firemen will be exempt from the filling and cleaning of all lights and the care of same on all engines, except gauge lights and hand lamps. They will also be exempt from the filling of oil cups and lubricators.

**RULE 8.** If a fireman is required to do any work from which he is exempted by the schedule, he will receive passenger rate for all time claimed as extra service, sixty (60) minutes or less to count as one (1) hour.

#### ARTICLE 32.

##### *Calling and Rest.*

**RULE 1.** The Company will furnish callers for firemen living not more than one (1) mile from the engine house.

**RULE 2.** Firemen living within calling limit, who have regular runs, will be called between the hours of 9:00 P. M. and 8:00 A. M.

**RULE 3.** Spare firemen living outside calling limit, who have a telephone, shall be called at any hour of the day or night.

**RULE 4.** Firemen who have worked sixteen (16) hours consecutively will be given ten (10) hours' rest before they are again called for service.

**RULE 5.** Firemen in road service will not be tied up, unless it is apparent that the trip cannot be completed within the lawful time, and not then until after they have been on duty fourteen (14) hours.

**RULE 6.** When firemen are tied up in accordance with Rule 5 of this article, and then dead-headed or towed to terminal, they will be paid continuous time the same as if they were on duty.

**RULE 7.** Firemen tied up in accordance with the law will not be required to watch or care for engines or perform other duties.

**RULE 8.** When firemen on other than assigned trains are relieved from duty at other than home terminal, and held there more than twelve (12) hours, at the expiration of twelve (12) hours their time shall commence.

#### ARTICLE 33.

##### *Passes.*

**RULE 1.** Firemen shall be furnished with term passes good between all stations on the district on which they work.

## ARTICLE 34.

*Curtains, Etc.*

RULE 1. The Company shall furnish and properly place in all engines, between the fifteenth of October and the fifteenth of April, side and drop curtains in cab, for the protection, so far as possible, of the firemen from storm; and between the fifteenth of May and the fifteenth of November, water coolers and ice shall be furnished each engine, the firemen to get the ice.

RULE 2. Cab spring seats and backs, also arm rests, shall be furnished the firemen, and placed on all engines. A squirt hose must be maintained on all engines at all times.

RULE 3. Water faucets shall be inserted in all tanks.

RULE 4. A clean and tight seat box under the fireman's seat, fitted with suitable lock, must be maintained on all engines at all times, for the protection of his clothing.

RULE 5. The Company will furnish the tools and the equipment that are needed in the performance of the duties of a fireman, and firemen will not be held responsible for same, except when out on the road and for knowing that they have the necessary tools and equipment when starting out.

RULE 6. Men who clean fires shall be furnished a complete set of tools for their use, and will not use hooks used by firemen, except in cases of emergency.

## ARTICLE 35.

*Complaints of Firemen as a Body.*

RULE 1. When complaint is made by the firemen as a body concerning the personal conduct of any fireman on this System that would reflect discredit or bring into disrepute the firemen as a class, such complaint shall receive attention and full investigation, and, if the complaint is proven to the satisfaction of all concerned, the fireman so complained of shall be dismissed from the service.

## ARTICLE 36.

*Investigations.*

RULE 1. No fireman shall be discharged, demerited or suspended, except pending an investigation, without a fair and impartial trial and his guilt established without a doubt.

RULE 2. All firemen will be given a fair chance to defend themselves against charges, and shall have a right to appeal from the lowest officers to the General Manager.

RULE 3. All firemen shall have the right to be represented by a committee of firemen, who shall be allowed to appear and speak for them before the officers of this Company in their defence.

RULE 4. Firemen who are discharged, demerited or suspended, and afterward found innocent, shall receive pay for all time lost.

RULE 5. All firemen demerited, suspended or discharged shall be notified in writing, and the cause of discharge, the number of demerit marks, or the length of suspension, stated therein.

RULE 6. The officer holding the investigation will be careful and get all

information as soon as possible and hold the investigation as soon as practicable. A hearing is not to be considered a fair trial.

RULE 7. A trial must be held in the presence of the accused, or his representatives, and, if he desires, with his representatives, who will also be allowed to appear at the investigation.

RULE 8. If an appeal is taken, the officer appealed to shall not be prejudiced by the verdict rendered by the officer under him, but must render a verdict in keeping with the evidence presented.

RULE 9. Requests for modification of discipline, on account of clemency, will not be considered unless request is made within six (6) months from the date of the original investigation.

RULE 10. Hostlers may be represented by a committee of firemen if they so desire.

RULE 11. The Company agrees to recognize the Firemen's Committee in the interest of those they represent, no prejudice shall be allowed to exist against any man serving on same, and any member or all members of such committees shall be given such leave of absence as may be necessary to do committee work.

#### ARTICLE 37.

##### *Sight, Color and Hearing Tests.*

RULE 1. In re-examining firemen as to visual power and color perception, the tests will be made with such reading cards, worsteds and lanterns, as may be prescribed by the General Manager.

RULE 2. If a fireman fails on this test, it shall have no bearing on his second test, which will be made as follows:

In examining firemen all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this System. All examinations shall be made under the same circumstances as required in the actual operation of the road.

RULE 3. In re-examination of firemen for color sense and strength of visual perception, the use of glasses of spectacle form will be permitted, it being understood that in all such cases firemen while on duty will wear glasses of spectacle form as prescribed by a competent oculist, and, furthermore, will carry with them an extra pair of such glasses.

RULE 4. New men employed as firemen will be required to pass visual, color and hearing tests such as may from time to time be established by the General Manager.

RULE 5. Hearing tests will be made by ordinary conversation.

#### ARTICLE 38.

##### *Electric Locomotive Firemen.*

RULE 1. Electric locomotive firemen are entitled to all of the privileges, rules and regulations contained in this schedule and agreement.

RULE 2. The lower rates of pay fixed herein shall apply to firemen on electric locomotives in passenger and freight service respectively.

RULE 3. Firemen on steam and electric locomotives will hold seniority rights on one list on the respective divisions, and will be allowed to take positions in either service in accordance with this agreement.

## ARTICLE 39.

*Agreed.*

This schedule will go into effect June 11th, 1910, and supersedes all former agreements. No changes will be made in any article of this agreement, by either party, without giving thirty (30) days' notice in writing.

For The New York, New Haven and Hartford R. R. Co.:

*Signed:*

G. W. WILDEN,  
*Mechanical Superintendent.*

B. R. POLLOCK,  
*General Superintendent.*

*Approved:*

S. HIGGINS,  
*General Manager.*

For The Locomotive Firemen:

*Signed:*

H. M. WALKER,  
*Chairman.*

A. E. O'BRIEN,  
*Vice-Chairman.*

E. W. VARS,  
*Secretary.*

*Locomotives Weighing 150,000 Pounds and Over.*

200	201	202	203	204	205	206	207	208
209	210	211	212	213	214	215	216	217
218	219	220	221	222	223	224	226	221
222	223	224	225	226	227	228	229	230
231	232	233	234	235	236	237	238	239
240	241	242	243	244	245	246	247	248
249	250	251	252	253	254	255	256	257
258	259	260	261	262	263	264	265	266
267	268	269	270	271	272	273	274	275
276	277	278	279	280	281	282	283	284
285	286	287	288	289	290	291	292	293
294	295	296	297	298	299	300	301	302
303	304	305	306	307	308	309	310	311
312	313	314	315	316	317	318	319	320
321	322	323	324	325	326	327	328	329
330	331	332	333	334	335	336	337	338
339	340	341	342	343	344	345	346	347
348	349	350	351	352	353	354	355	356
357	358	359	360	361	362	363	364	365
366	367	368	369	370	371	372	373	374
375	376	377	378	379	380	381	382	383
384	385	386	387	388	389	390	391	392
393	394	395	396	397	398	399	400	401
402	403	404	405	406	407	408	409	410
411	412	413	414	415	416	417	418	419
420	421	422	423	424	425	426	427	428
429	430	431	432	433	434	435	436	437
438	439	440	441	442	443	444	445	446
447	448	449	450					



*Locomotives Weighing 150,000 Pounds and Over—(Continued).*

451	452	453	454	455	456	457	458	459
460	461	462	463	464	465	466	467	468
469	470	471	472	473	474	475	476	477
478	479	800	801	802	803	804	805	806
807	808	809	810	811	812	813	814	815
816	817	818	819	820	821	822	823	824
825	826	827	828	829	830	831	832	833
834	835	836	837	838	839	840	841	842
843	844	845	846	847	848	849	858	859
1000	1001	1002	1003	1004	1005	1006	1007	1008
1009	1010	1011	1012	1013	1014	1015	1016	1017
1018	1019	1020	1021	1022	1023	1024	1025	1026
1027	1028	1029	1100	1101	1102	1103	1104	1105
1106	1107	1108	1109	1110	1111			

*Locomotives, Class K-1-a, to Be Included With Locomotives Weighing 150,000 Pounds and Over When Figuring Pay.*

480	481	482	483	484	485	486	487	488
489	490	491	492	493	494	495	496	497
498	499							

**FIREMEN, PENNSYLVANIA RAILROAD.**

*Regulations and rates of pay for the government of firemen in road and yard service. Rates of pay effective June 1st, 1910. Regulations effective August 1st, 1910.*

The following rates of pay and general rules will apply alike to all territory covered by these regulations, except when otherwise specified, but it is the intention to apply them in such a manner as to neither increase nor decrease any existing higher rates.

**PASSENGER SERVICE.**

In all passenger train service, not otherwise specified, one hundred miles or less will constitute a day at the following rates of pay according to class of engine used.

Class of Engine.	Rate per mile.	Overtime rate per hour.
K . . . . .	2.6 cents.	26 cents.
E, F-1 and G . . . . .	2.5 cents.	25 cents.
Smaller than E, F or G . . . . .	2.4 cents.	24 cents.

Unless otherwise specified, overtime in passenger service will be allowed as follows:

(a) On straight-away or turn-around runs where the single trip exceeds 80 miles overtime will be paid on a speed basis of 20 miles per hour, each part of the run to be computed separately.

(b) On short turn-around runs, no single leg of which exceeds 80 miles, overtime will be paid for all time actually on duty or held for duty in excess

of eight (8) hours, within a period of twelve (12) consecutive hours, and for all time in excess of twelve (12) hours, computed continuously from time required to report for duty until final release at end of last run, deducting all home terminal lay-over of three (3) or more consecutive hours. It is understood that the eight (8) hour and twelve (12) hour time limits referred to will be automatically increased to the extent of the increased rate paid for the different classes of engines over the rate produced by multiplying the miles made by the rate per mile.

#### FREIGHT SERVICE.

In all freight service, unless otherwise specified, one hundred miles or less, ten hours or less, will constitute a day at the following rates of pay according to class of engine used:

Class of Engine.	Rate per mile.	Overtime rate per hour.
F-3 or larger .....	3.00 cents.	30 cents.
Smaller than F-3 .....	2.85 cents.	28.5 cents.

In freight service, runs of less than 100 miles will be paid as 100 miles, this not to change specified runs. The Superintendent and local committee to agree as to points where extra crews make two or more short runs in continuous service without being entitled to 100 miles for each trip.

#### ROAD AND YARD SERVICE — GENERAL REGULATIONS.

1. Ability, fitness and seniority entitle firemen to promotion as opportunity may offer. The Superintendent shall decide whether the candidate or applicant is qualified therefor. Firemen passed around for promotion will, if they so desire, be informed, upon request to the Superintendent, the reason for so doing.

2. Overtime in passenger, freight and work service will be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

3. Time of firemen will begin when they are required to report for duty and continue until relieved from responsibility for engine.

4. Firemen assigned to permanent work, wreck or construction train service will be paid for same on an hourly basis at the overtime rates paid local freight crews, with a minimum of ten (10) hours per day. A minimum of six (6) hours will be allowed for subsequent calls after completion of regular day's work.

Extra work, wreck or construction train service will be paid on an hourly basis at the overtime rates paid through freight crews with a minimum of ten (10) hours per day.

5. Firemen performing irregular service in connection with their regular day's work, or held on duty after the completion of their regular day and not used, will be paid miles or hours, whichever is the greater, with a minimum of three (3) hours at the overtime rate of the run in connection with which the service is performed.

When required to go to some point beyond the regular terminal to pick up

any part or all of their train, or make side trips in connection with a regular trip, they will be paid miles or hours, whichever is the greater, with a minimum of one (1) hour in addition to the trip rate at the overtime rate of the run in connection with which the service is performed, and time allowed under this rule will extend time of trip accordingly.

When irregular work is performed as a separate service, it will be paid for under the minimum day rule.

6. Firemen called to report for duty and through no fault of their own not used as called, will be paid for the time held on duty with a minimum of three (3) hours and stand first out. If used, not less than a minimum day will be allowed and stand last out.

7. Freight firemen running light or deadheading under orders on another freight train will be allowed full time; on passenger trains half time and mark up on arrival.

Passenger firemen will be allowed full time when deadheading under orders.

8. Firemen used as pilots will receive the same wages as if an engineer had been used.

9. Firemen called as witnesses in court in the interest of the Railroad Company or before a Coroner's inquest, will be allowed time for same, with a minimum of one day; also traveling expenses and board when away from home.

10. Road freight firemen will not be required to switch at the end of their runs where shifting engines are in use, except such switching as may be necessary to put away their trains. If, in addition, any classification or other switching work is necessary, yard rates will be paid for the time so consumed, exclusive of trip rates.

11. Firemen required to do any work outside of their regularly assigned duties will be paid their regular wages; except when filling positions that pay a higher rate, they will receive the higher rate.

12. Short freight runs based on less than a minimum day may be combined in any manner that traffic conditions may require, the minimum day rates applying unless the combined rates of the runs exceed the minimum day, in which case they shall be paid the combined rates of the runs made with overtime computed separately for each published run. This rule is not to be construed so as to keep men working on continuous duty away from their home terminal.

13. Crews starting out with tonnage requiring them to double hills will be paid for the same in addition to trip rate with a minimum of one hour. Time allowed for doubling hills will extend overtime limit proportionately. This rule is not to apply where compensation for doubling is included in the trip rate.

14. The rates of pay fixed herein for firing steam locomotives shall apply to helpers on electric locomotives in the same classes of service.

15. When time claimed is not allowed, firemen will be promptly notified in writing and the reason therefor given.

16. A classified roster will be kept, giving the dates firemen enter the service and the time of their promotion. This roster will be posted at all roundhouses in frame, under glass, and be revised every six months.

17. There will be no permanent transfers of engineers to a division as long as there may be firemen on such a division eligible to promotion.

In the event of a permanent diversion of traffic from one division to another, the runs diverted shall be advertised for ten days on the bulletin board of the division from which the traffic is diverted, at the expiration of which time they will be given to the oldest firemen making application in writing; firemen accepting such positions shall retain their seniority rights on their own division.

18. Firemen eligible for promotion to engineers will be given three examinations. Failing to pass the first examination, they will be allowed thirty days in which to prepare for the second examination and failing to pass the second examination will be allowed an additional thirty days to further prepare themselves. If they successfully pass the second or third examinations they will be senior to any junior fireman who may have been promoted in the meantime. Failing to pass all three examinations, or if they decline the examination, they will be dropped back to the youngest extra fireman and can only come up again in their turn. This shall not be retroactive.

Firemen entitled to promotion and who are unable to take examination by reason of sickness, injury, suspension or leave of absence, shall not lose their turn thereby.

19. Firemen successfully passing the necessary examination for promotion to engineers shall receive a letter to that effect, signed by their Road Foremen of Engines and by their Trainmaster.

20. A fireman cannot make application for the run that he has just vacated, but if the run is vacated by the man who fills his vacancy, he may then make application, and his application must be considered.

21. In reduction of force and re-arrangement of crews consequent thereto, seniority of firemen shall govern. Engineers reduced to firemen by reduction in force will be given runs to which their seniority entitles them. Firemen relieved from service will be given preference in re-employment, if available, and previous service has been satisfactory.

22. Any engineer, fireman or hostler who considers that an injustice has been done him, and having appealed his case in writing to his Superintendent, and after his appeal has been acted upon by his Division Superintendent, may, if he so desires, be represented before the Superintendent, General Superintendent and General Manager by a committee representing the firemen, except in the case of an engineer such a committee should consist of promoted men.

23. All extra firemen will be run first in first out.

24. Regularly assigned firemen will not be used for extra service when competent extra men are available.

25. New runs and permanent vacancies in all classes of service will be advertised on the bulletin board for ten days, and at the expiration of that time be given to the oldest fireman in the service making application in writing, if in the judgment of the Superintendent he is qualified therefor; said applicant will be given a reasonable trial to prove his ability to fire said run. Failure to make application in writing for a new run or position precludes promotion to that run or position until again vacated. The ten days' advertising time limit may be reduced to less time on any division by mutual consent of the division officials and the firemen's committee.

26. Should new runs or permanent vacancies be advertised and no applica-

tions received, said runs shall be left as a vacancy and re-advertised as such until filled.

27. If it is necessary for crews or parts of crews to run over two or more divisions, the runs will be allotted fairly between the divisions.

28. Road passenger and freight firemen on regular runs leaving between 7.00 A. M. and 11.00 P. M. will not be called, but between 11.00 P. M. and 7.00 A. M. will be called within calling limits where callers are located. All extra firemen, when wanted, will be called within calling limits where callers are located.

• 29. Firemen should be called as nearly as possible one hour before the time required to report for duty. The caller will be provided with a book in which the men called shall sign their names and the time called. The regular places from which they are to be called should be designated, but permission must be obtained from the roundhouse foreman or engine dispatcher to be called elsewhere.

30. Regular firemen called to go out ahead of their turn will not be disciplined if not found at their calling places, unless previously notified.

31. When firemen have been on duty sixteen consecutive hours, ten hours' rest will be allowed before they are again called for service.

By ten hours' rest it should be understood that this means actual time of rest, due allowance being made for the time consumed in getting to and from the resting place. Additional rest will be allowed when men request the same and conditions warrant it.

32. Firemen will not be disturbed by a call for the purpose of investigation until the expiration of time specified for rest, except in cases of emergency.

33. Firemen who have been in the Company's service six months, will, if they so desire, be given a service letter by the Superintendent when leaving the service, which they must sign when presented.

34. Firemen will not be suspended nor dismissed from the Company's service without a fair and impartial trial. Neither will they be suspended for minor offenses, pending investigation or decision. Witnesses will be examined separately, but in the event of conflicting testimony those whose evidence conflicts will be examined together. Firemen will receive ten days' notice prior to date suspension takes effect. If called for investigation and found not guilty, they will be allowed lost time, but expenses and board will not be allowed.

If a fireman should consider that any injustice has been done him, he should appeal in writing to his Superintendent within ten days.

35. When letters of suspension or censure are given firemen, they will be permitted to retain same.

36. Suspension will not be allowed to accumulate so as to exceed 30 days without serving same.

37. Side curtains will be placed on all engines in road service and awnings on all engines in yard service.

38. Every effort will be made to avoid undue delay to engines in terminal stations.

39. A rate sheet will be posted in all roundhouses giving the rates of pay of firemen on the various runs.

40. Firemen making application for a new run or vacancy must file the

same with the division officer signing the advertisement and will receive acknowledgment from him.

41. Passenger firemen required to switch freight cars will be paid actual time made if not covered by the regular trip rate.

42. Firemen will be considered in connection with special duty pertaining to locomotives.

43. Firemen accepting promotions to official positions may retain their seniority rights as firemen.

44. In filling positions that can be taken by permanently disabled firemen, preference will be given to such employes as are capable of performing the service.

45. Water coolers and tin cups will be placed on all engines and ice will be furnished from April 1st to October 1st.

46. The following instructions will govern the cleaning of locomotives by firemen:

It will be understood that cleaning "inside of cab" means everything inside of cab, including the cleaning of windows and the sweeping of cab floor; and "outside" means cleaning everything outside of cab, including the scouring of bell and number plate and blackening smoke box and stack. It is understood that firemen are not to do any cleaning below the running board, or clean headlight reflectors; neither are they to scour any hot brass inside of cab or out which includes safety valve and whistle.

(a) Regularly assigned and pooled locomotives in freight service and pooled locomotives in passenger service will be cleaned by the firemen inside of cab, with the exception of cab roof.

(b) Regularly assigned locomotives in passenger service will be cleaned by the firemen inside of cab and out, with the exception of blackening of smoke box and stack and scouring of bell and number plate.

(c) Regularly assigned locomotives in yard, work and construction service will be cleaned by the firemen inside of cab and out, with the exception of blackening smoke box and stack.

(d) Pooled locomotives in yard, work and construction service will be cleaned by the firemen inside of cab the same as pooled locomotives in freight and passenger service.

(e) When for any reason a pooled locomotive should be temporarily assigned to regular service, the firemen will not be required to do any cleaning outside of cab.

(f) A regularly assigned locomotive is one that is regularly assigned to a regular engineer and fireman.

A pool locomotive is one that is not regularly assigned to a regular engineer and fireman.

(g) When a locomotive is turned out of shop and assigned to a regular engineer and fireman, or taken out of pool service and assigned to a regular engineer and fireman, it shall first be cleaned by the enginehouse people.

(h) A squirt-hose must be maintained on all engines at all times.

(i) All cleaning out specified as being the duty of the fireman will be done by the engine-house people, it being understood that this is not to be construed as to disarrange existing conditions where it is the practice for the engineer to clean the headlight reflector. And further providing that it is possible

conditions may arise under which locomotives operate that firemen may not have sufficient time to clean them in accordance with these instructions, in which case the Division Superintendent has the authority to relieve the firemen of this cleaning, if the matter is taken up with the Road Foreman of Engines and his approval and explanation show that conditions warrant it.

47. When two or more divisions are merged, or inter-divisional runs are established, the rights of firemen then in the service will be confined to the original territory on which they shall have earned their seniority. They shall also have seniority rights on the combined division over men entering the service after the date of merger. Men entering the service after the date of merger, will have seniority rights on the combined division.

On trains running over more than one division, each division will furnish its proportion of the crews. These crews to be allotted fairly between the divisions on track percentage according to mileage made.

48. Changes in rates will be bulletined.

49. Should either the officers of the Company or the firemen desire to change these regulations, twenty (20) days' notice of the desired change will be given, and, if appealed, no change will be made until approved by the General Superintendent and the General Manager, and the duly authorized committee representing the firemen shall have been heard. The appeal must be made within thirty (30) days.

#### YARD SERVICE REGULATIONS.

1. The rules for the government of road firemen will govern yard firemen where they apply.

2. Firemen of single-crewed yard engines will report for duty at the appointed time and will receive one-half hour's pay in addition to regular day's pay for reporting thirty (30) minutes in advance of commencing day's work.

3. Regular yard firemen (or extra yard firemen when filling regular assignments), if not notified that they will not be needed, or if worked less than ten hours, will be paid a minimum of ten hours unless they discontinue work of their own accord, or are assigned to other duty.

4. One hour, without pay, will be allowed for meals between the hours of 11:00 and 1:00 A. M. or P. M. If not relieved for meals until after 12:30 A. M. or P. M. they will be given thirty (30) minutes within which to eat and be paid for the hour.

5. Ten hours or less shall constitute a day, overtime at regular hourly rates, to be computed for each employe on basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

6. When yard firemen are required to report for investigation after having finished their work, they shall be given an audience promptly after being relieved. If found not guilty, they will be allowed time held for investigation at their regular hourly rates.

7. Yard firemen will report for duty and be relieved as nearly as practicable at specified points. When not so relieved, they will be considered on duty. Yard firemen waiting at specified relieving points will also be considered on duty.

## APPLICATION OF SIXTEEN-HOUR LAW.

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up, and to work ten hours or be paid for ten hours.



**SPECIFIED RUNS AND RATES OF PAY.**

**ELMIRA DIVISION,**

Character of service.	Runs Between.	Dist- ance.	No. of trips.	Total mile- age.	CLASS OF ENGINE.								Time limit of run.
					K.	E, F-1 AND G.		SMALLER THAN E, F OR G.					
						Over- time rate.	Trip rate.	Over- time rate.	Trip rate.				
										Over- time rate.	Over- time rate.		
Local passenger.....	Southport and Canandaigua and return.	140	1	140	\$3 64	\$0 26	\$3 50	\$0 25	\$3 36	\$0 24	.....		
"	Southport and Williamsport and return.	148	1	148	3 85	26	3 70	25	3 55	24	.....		
"	Elmira and Williamsport and return to Southport.....	150	1	150	3 90	26	3 75	25	3 60	24	.....		
"	*Sodus Point and Stanley and return.	68	1	68	1 77	26	1 70	25	1 63	24	.....		
					F-3 or larger.								
					Over- time rate.		Trip rate.		Over- time rate.				
					Smaller than F-3.								
Through freight.....	Rakston and Tyrone.....	99	1	99	\$3 30	\$0 30	\$0 30	\$3 13	\$0 285	11 hours.			
"	Southport and Rakston and return.....	109	1	109	3 60	30	30	3 42	285	12 "			
"	Williamsport and Rakston and return.....	45	2	90	3 60	30	30	3 42	285	12 "			
"	Southport and Williamsport.....	74	1	74	3 30	30	30	3 13	286	11 "			
"	Southport and Canandaigua.....	70	1	70	3 30	30	30	3 13	285	11 "			
"	Sodus Point, Stanley and return.....	68	1	68	3 30	30	30	3 13	285	11 "			
Local.....	Southport and Williamsport.....	74	1	74	3 30	30	30	3 13	285	11 "			
"	Southport and Canandaigua.....	70	1	70	3 30	30	30	3 13	285	11 "			
"	Southport and Sodus Point and return.....	68	1	68	3 30	30	30	3 13	285	11 "			
"	Marsh Hill Junction and Penbryn.....				3 30	30	30	3 13	285	11 "			
"	Pine Valley and Starkey.....				3 30	30	30	3 13	285	11 "			
					RATES PER HOUR.								
Work train.....	Permanent.....					30	30		285	.....			
"	Extra.....								285	.....			
					B-8 or larger.		Smaller than B-8						
Yard.....	All Yards.....					\$0, 281			\$0 26				

\* The minimum passenger day to be applied to crews on this run only on week days when their combined earnings in passenger, freight and yard service do not equal the minimum.

Approved: H. M. CARSON,

**General Superintendent.**

H. A. JAGGARD,  
*Superintendent.*

**Superintendent.**

SPECIFIED RUNS AND RATES OF PAY.  
BUFFALO DIVISION.

Character of service.	Runs Between.	Dist- ance.	No. of trips.	Total mile- age.	CLASS OF ENGINE.								Time limit of run.
					K.		E, F-1 AND G.		SMALLER THAN E, F OR G.				
					Trip rate.	Over- time rate.	Trip rate.	Over- time rate.	Trip rate.	Over- time rate.			
Through passenger.	Buffalo and Renovo.....	166	1	166	\$4 32	\$0 26	\$4 15	\$0 25	\$3 98	\$0 24	.....		
"	Buffalo and Oil City.....	138	1	138	3 59	26	3 45	25	3 31	24	.....		
Local	Buffalo and Emporium Junction.....	121	1	121	3 15	26	3 02	25	2 90	24	.....		
"	Buffalo and Olean.....	70	1	70	1 85	26	1 85	25	1 85	24	.....		
"	Buffalo and East Aurora.....	17	1	17	1 45	26	1 45	25	1 45	24	.....		
"	Olean and Ridgway and return.....	134	1	134	3 48	26	3 35	25	3 22	24	.....		
"	Rochester and Olean, including Nunda.....	110	1	110	2 86	26	2 75	25	2 67	24	.....		
"	Rochester and Olean.....	106	1	106	2 76	26	2 65	25	2 57	24	.....		
"	Rochester and Nunda and return.....	102	1	102	2 76	26	2 65	25	2 57	24	.....		
"	Buffalo and Oil City.....	138	1	138	3 59	26	3 45	25	3 31	24	.....		
"	Cerry and Oil City.....	102	Mi. or loss.	102	2 76	26	2 65	25	2 57	24	.....		
Passenger Helper	Buffalo and Machias Junction and re- turn.....	100	Mi. or loss.	100	2 60	26	2 50	25	2 40	24	.....		
"	Buffalo and Franklinville and return.....	100	Mi. or loss.	100	2 60	26	2 50	25	2 40	24	.....		
					F-3 OR LARGER.				SMALLER THAN F-3.				
					Trip rate.	Overtime rate.	Trip rate.	Overtime rate.	Trip rate.	Overtime rate.			
Through freight.	Buffalo and Olean and return.....	138	1	138	\$4 20	\$0 30	\$3 99	\$0 30	\$3 99	\$0 285	14 hours.		
"	*Oil City and Buffalo.....	136	1	136	4 20	30	3 99	30	3 99	285	14 "		
"	Buffalo and Emporium Junction.....	119	1	119	3 60	30	3 42	30	3 42	285	12 "		
"	Rochester and Olean.....	106	1	106	3 30	30	3 13	30	3 13	285	11 "		
"	Olean and Emporium Junction and re- turn.....	106	1	106	3 30	30	3 13	30	3 13	285	11 "		



SPECIFIED RUNS AND RATES OF PAY.  
ALLEGHENY DIVISION.

Character of service	RUNS BETWEEN.	Dist- ance.	No. of trips.	Total mileage.	CLASS OF ENGINE.						Time limit of run.
					K.	E, F-1 AND G.		SMALLER THAN E, F OR G.			
						Over- time rate.	Trip rate.	Over- time rate.	Trip rate.		
Through Passenger.....	Pittsburgh and Titusville.....	151	1	151	\$3 93	\$0 26	\$3 77	\$0 25	\$3 62	\$0 24	.....
Local ".....	Pittsburgh and Oil City.....	134	1	134	3 48	26	3 35	25	3 22	24	.....
" ".....	Pittsburgh and Emlenton and return.....	180	1	180	4 68	26	4 50	25	4 32	24	.....
" ".....	Pittsburgh, S. K., and Phillipston and return.....	147	1	147	3 82	26	3 67	25	3 53	24	.....
" ".....	Pittsburgh and Kittanning.....	44.6 45.6	3	181	4 71	26	4 52	25	4 34	24	.....
" ".....	Pittsburgh and Kittanning and return.....	91	1	91	2 35	26	2 26	25	2 17	24	.....
" (Sunday).....	Pittsburgh and Kittanning and return.....	91	1	91	2 60	26	2 54	25	2 54	24	.....
" ".....	Oil City and Olean.....	117	1	117	3 04	26	2 92	25	2 81	24	.....
" ".....	Oil City and Warren and return.....	111	1	111	2 89	26	2 77	25	2 76	24	.....
" ".....	Bradford, Riverside Junction and Olean. Phillipston and Driftwood.....	.....	.....	102 or less	2 65	26	2 57	25	2 57	24	.....
" ".....	Phillipston and Driftwood.....	113	1	113	2 94	26	2 82	25	2 71	24	.....
" ".....	Phillipston and DuBois and return.....	136	1	136	3 54	26	3 40	25	3 26	24	.....
" ".....	New Bethlehem and Driftwood and re- turn.....	179	1	179	4 65	26	4 47	25	4 30	24	.....
" ".....	Brookville and Driftwood and return.....	137	1	137	3 56	26	3 42	25	3 29	24	.....
					F-3 or Larger.						Smaller than F-3.
					Trip rate.	Overtime rate.	Trip rate.	Overtime rate.	Trip rate.	Overtime rate.	
Through Freight.....	Pittsburgh and Oil City.....	130	1	130	\$4 36	\$0 30	\$4 04	\$0 285	\$0 285	\$0 285	14 hours.
" ".....	Pittsburgh and DuBois.....	126	1	126	4 36	30	4 04	30	3 70	285	14 "
" ".....	Pittsburgh and Red Bank and return.....	122	1	122	4 36	30	4 04	30	3 70	285	14 "
" ".....	Phillipston and Driftwood.....	112	1	112	3 91	30	3 70	30	3 42	285	13 "
" ".....	Oil City and Olean.....	116	1	116	3 60	30	3 42	30	3 12	285	12 "

		121	1	121	3 63	30	3 45	285	12
Warren and Olean and return.	121	1	1	121	3 49	30	3 28	285	12
Kiskiminetas Junction and Oil City.	104	1	1	104	3 30	30	3 13	285	11
Falls Creek and Driftwood and return.	84	1	1	84	3 30	30	3 13	285	11
DuBois and Driftwood and return.	89	1	1	89	3 30	30	3 13	285	11
Phillipston and Oak Ridge and return.	51	1	1	51	2 70	30	2 56	285	10
Phillipston and DuBois.	68	1	1	68	2 70	30	2 56	285	9
Kiskiminetas Junction and Phillipston and return.	74	1	1	74	2 55	30	2 42	285	8
Pittsburgh and Phillipston.	63	1	1	63	2 24	30	2 02	285	7
Pittsburgh and Red Bank.	61	1	1	61	2 24	30	2 02	285	7
Red Bank and Oil City.	69	1	1	69	2 24	30	2 02	285	7
Phillipston and Oil City.	67	1	1	67	2 24	30	2 02	285	7
Phillipston and Venango.	56	1	1	56	1 88	30	1 74	285	6
DuBois and Driftwood.	44	1	1	44	1 65	30	1 57	285	5
Pittsburgh and Kittanning.	42	1	1	42	1 60	30	1 42	285	5
Pittsburgh and Phillipston.	63	1	1	63	3 60	30	3 42	285	12
Pittsburgh and Red Bank.	61	1	1	61	3 60	30	3 42	285	12
Phillipston and Kiskiminetas Junction and return.	74	1	1	74	3 60	30	3 42	285	12
Phillipston and Ford City and return.	50	1	1	50	3 60	30	3 42	285	12
Phillipston and Oil City.	66	1	1	66	3 60	30	3 42	285	12
Phillipston and Summerville and return.	73	1	1	73	3 60	30	3 42	285	12
Phillipston and DuBois.	68	1	1	68	3 60	30	3 42	285	12
DuBois and Driftwood and return.	89	1	1	89	3 60	30	3 42	285	12
Kittanning and Kiskiminetas Junction and return.	32	1	1	32	3 60	30	3 42	285	12
Oil City and Red Bank.	69	1	1	69	3 60	30	3 42	285	12
Oil City and Kinzua.	69	1	1	69	3 60	30	3 42	285	12
Oil City and Irvineton and return.	100	1	1	100	3 60	30	3 42	285	12
Olean, Bradford and Kinzua.	65	1	1	65	3 60	30	3 42	285	12
Other Local Freight Runs.	Less than	2	2	120	3 60	30	3 42	285	12
Kinzua and West Line and Gates.	20.4	2	2	54	3 60	30	3 42	285	12
Sligo and Lawsonham and return.	20.4	2	2	40.8	3 60	30	3 42	285	12
Work Train.	Permanent.	.....	.....	.....	.....	.....	.....	285	.....
Extra.	Extra.	.....	.....	.....	.....	.....	.....	285	.....
Yard.	All Yards.	.....	.....	.....	B-8 or Larger.	.....	Smaller than B-8.	\$0 26	.....
		.....	.....	.....	.....	\$0 281	.....	.....	.....

RATES PER HOUR.

Approved: R. L. O'DONNELL,  
General Superintendent.

JAMES BUCKLEW,  
Superintendent.

**FIREMEN, ULSTER & DELAWARE RAILROAD.***Rates of Pay for Firemen and Rules Governing Same.*

Rondout, N. Y., May 1, 1910.

To All Concerned:

The following schedule of rates of pay for Firemen and rules governing same will be effective May 1, 1910.

**A DAY'S WORK.**

Eleven hours or less, 100 miles or less, will constitute a day's work in Passenger Service, Freight Service (including Milk Trains), and Helper Service.

Eleven hours or less will constitute a day's work on the Hunter Branch, in Work Train Service and in Yard Service.

**OVERTIME.**

Runs over 100 miles will be paid for at the rates specified in the schedules.

Overtime will be paid after 11 hours at the rates specified in the schedules.

For fractions of an hour, 30 minutes or more will be counted as one hour; less than 30 minutes will not be counted.

**RATES.***For Passenger Service.*

100 miles or less.....	\$2.30 per day.
Over 100 miles and not more than 150 miles.....	2.44 per day.
Over 150 miles and not more than 200 miles.....	3.00 per day.
Over 200 miles.....	3.30 per day.
Overtime . . . . .	.28 per hour.

*For Freight Service (including Helpers and Milk Trains).*

100 miles or less.....	\$2.30 per day.
Over 100 miles.....	2.44 per day.
Overtime . . . . .	.28 per hour.

*For Work Train Service.*

\$2.30 per day.

Overtime, 28 cents per hour.

*For Hunter Branch and Yard Service.*

\$2.10 per day.

Overtime, 28 cents per hour.

**RULES.**

In all cases the time of Firemen will begin when called, or as soon thereafter as he has signed the register, and end at the time he is relieved from the care of his engine at the terminal.

Firemen performing two or more classes of service in one day will be paid at the rate applying to the highest class of service performed.

A minimum allowance will be made of one full day for deadheading on freight trains, and of one-half day for deadheading on passenger trains, at the rate allowed for the service on account of which they are deadheaded.

Firemen called for duty and not employed will receive one-half day's pay if held for less than 6 hours, and one full day's pay if held 6 hours.

Firemen attending Court or Coroner's inquest for the Company, or engaged in any other work assigned to them by the Company, will receive \$2.30 per day, together with necessary expenses.

One hour overtime will be allowed for each ten miles, or fraction of ten miles, covered by way freight trains and milk trains in doubling hills, and the same allowance will be made for coal trains, and helper engines on coal trains between Oneonta and Grand Hotel Station, in doubling hills more than once.

When a crew with a regularly assigned run is called upon to make an additional run the same day, one-half day's extra pay will be allowed for a run of 50 miles or less, and one full day's pay for a run of more than 50 miles. Crews working on the Stony Clove & Kaaterskill Branch will not be regarded as having regularly assigned runs on the Branch.

When Firemen are required to watch engines they will be paid at the rate of \$2.30 per day.

Firemen on yard engines will be allowed one hour for meals between the fifth and seventh hours from the time of starting work. If required to work 15 minutes of the meal hour one hour overtime will be allowed, and 30 minutes will be allowed for meal hour as soon as possible.

Yard Engines will not be required to work outside of the Yard Limits except in the case of Kingston Yard, where the Yard Engine may be required to work between Rondout and Kingston and to take and place cars on the Higginsville switch and the New York, Ontario & Western interchange track; and in the case of Rondout Yard, where the Yard Engine may be required to take and place cars on Staples' Mill switch. If required to work outside of Yard Limits Firemen will receive pay at the rate prescribed for the service performed.

Firemen on Hunter Branch will work on Hunter Branch and may be required to work between Kaaterskill Junction and Stony Clove. If required to run to Tannersville or Edgewood, or points beyond, they will receive pay at the rate prescribed for the service performed.

Firemen having regular passenger runs of over 150 miles will be entitled to 5 days per week, and Firemen having regular passenger runs of 150 miles or less will be entitled to 6 days per week. They may be called for additional service when necessary, time not to be deducted thereafter.

Firemen will be allowed 30 minutes after the time called to get their engine ready, and will not be called upon to do any work before that time.

At Rondout and Oneonta Firemen will not be required to clean or fill headlights, markers and classification lights. At other points they will be responsible for the proper care of signal lights. Firemen will keep cabs and windows clean, but will be exempt from scouring brass and painting boiler heads.

Firemen on switch engines in Rondout and Oneonta Yards will not be required to draw ash pans when engines are placed over ash pits for that purpose.

Firemen longest in the service, when qualified, will be given preference in promotion and runs. The rights of Firemen will be governed by merit, ability and seniority.

Firemen will not be disciplined without a proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, be allowed to choose some Fireman in good standing to represent them on Boards of Investigation, and may be present to hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of Firemen who have suffered suspension and found blameless will remain as previous thereto and they will be paid for lost time. Firemen to be notified of cause and length of suspension.

A roster of Firemen will be kept at Oneonta and Rondout for inspection at all times.

E. COYKENDALL,

*General Superintendent.*

#### **RAILWAY CLERKS, CENTRAL NEW ENGLAND RAILWAY.**

*Rules and Regulations for Clerks Employed in Freight Houses, Freight Offices, Yards and Docks. Effective August 21, 1910.*

Any employee, who by proper assignment performs clerical work, shall be deemed a clerk within the meaning of these rules and shall be so designated upon the records and pay-rolls of the Company.

All clerks shall be considered in regular line for promotion, advancement depending on fitness and ability for increased responsibility and previous good record.

In all cases of promotion, or making reduction in force, other things being equal, the clerk longest in the service shall be given the preference, the General Superintendent's decision to be final.

A clerk declining promotion shall lose his right of seniority as to those advanced over him.

All clerks are entitled to at least one hour for meals.

There shall be no discrimination against clerks who may serve on committees.

Ten hours of service will constitute a maximum work-day for clerks at all stations. Provided, however, that nothing contained herein shall be construed to increase the existing hours of service where they are now less than ten. The meal hour shall not be counted in a day's work.

Clerks at Maybrook designated on the pay-roll as Yard Clerks, shall be allowed thirty (30) minutes only for meal hour.

When clerks are required to work overtime, they shall be paid therefor on a pro rata basis. In computing overtime, less than 30 minutes shall not be counted. From 30 minutes to 1 hour and 30 minutes shall be counted 1 hour; from 1 hour and 30 minutes to 2 hours and 30 minutes shall be counted 2 hours, and so on.

If a clerk thinks he has been unjustly disciplined, he will, upon request, be given a hearing before the proper official (within five days, if practicable), and can have a representative at the hearing, who must be a clerk in the employ of the Company.

A clerk who has been disciplined may appeal either personally or through a committee of his co-employees, to the higher officials of the Company in regular order up to and including the General Superintendent.



If the decision on appeal is favorable to the clerk, he will be restored to his position with full compensation for time lost.

Clerks will be allowed reasonable vacations, without pay, if requested in writing 15 days in advance, the request to state the length of vacation desired.

Leave of absence will not be granted for a period longer than 30 days.

If a clerk remains out of service without leave of absence, he will have to re-enter as a new man, except in case of sickness or some other unavoidable cause.

Clerks will not be permitted to trade positions.

Nothing in these rules shall be construed to reduce the existing scale of wages, or to increase the present established hours of service, except as herein provided.

Nothing herein shall be retroactive or disturb the existing order of service.

These rules and regulations will become effective August 21, 1910, with the understanding that they can be amended or annulled on thirty days' notice.

(Signed) O. M. LAING,  
General Superintendent.

**RAILWAY CLERKS, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.**

*Rules and regulations for clerks employed in freight houses, freight offices, yards and on docks. Effective November 15, 1909.*

1. Any employee, who by proper assignment performs clerical work, shall be deemed a clerk within the meaning of these rules and shall be so designated upon the records and pay-rolls of the Company.

2. All clerks shall be considered in regular line for promotion, advancement depending on fitness and ability for increased responsibility and previous good record.

3. In all cases of promotion, or making reduction in force, other things being equal, the clerk longest in the service shall be given the preference, the Superintendent's decision to be final.

4. A clerk declining promotion will be considered for future vacancies, in accordance with Rule 2.

5. There shall be no discrimination against clerks who may serve on committees.

6. All clerks are entitled to at least one hour for meals.

7. Clerks, if required to work seven days or seven nights per week, will, upon request, be allowed one day off per month without pay.

8. If a freight office clerk, or a freight house clerk, paid by the day, is called upon to work on Sunday or a legal holiday, he will receive a minimum of four hours' pay.

9. Ten hours of service will constitute a maximum work-day for clerks at all stations. Provided, however, that nothing contained herein shall be construed to increase the existing hours of service where they are now less than ten.

10. When clerks are required to work overtime, they shall be paid therefor on a pro rata basis.

In computing overtime, less than 30 minutes shall not be counted. From 30 minutes to 1 hour and 30 minutes shall be counted 1 hour; from 1 hour and 30 minutes to 2 hours and 30 minutes shall be counted 2 hours, and so on.

11. Clerks will be allowed reasonable vacations, without pay, if requested in writing 15 days in advance, the request to state the length of vacation desired.

Leave of absence will not be granted for a period longer than 30 days.

If a clerk remains out of the service without leave of absence, he will have to re-enter as a new man, except in case of sickness or some other unavoidable cause.

12. Clerks will not be permitted to trade positions.

13. If a clerk thinks he has been unjustly disciplined, he will, upon request, be given a hearing before the proper official (within five days, if practicable), and can have a representative at the hearing, who must be a clerk in the employ of the Company.

A clerk who has been disciplined may appeal, either personally or through a committee of his co-employees, to the higher officials of the Company in regular order up to and including the General Manager.

If the decision on appeal is favorable to the clerk, he will be restored to his position with full compensation for time lost.

14. Clerks will not be required to pay premiums on bonds.

15. Nothing in these rules shall be construed to reduce the existing scale of wages, or to increase the present established hours of service, except as herein provided.

Nothing herein shall be retroactive or disturb the existing order of service.

16. These rules and regulations will become effective November 15, 1909, with the understanding that they can be amended or annulled on thirty days' notice.

B. R. POLLOCK,  
*General Superintendent.*

Approved:  
S. HIGGINS,  
*General Manager.*

#### **STATION EMPLOYEES, BOSTON & MAINE RAILROAD.**

*Agreement between the Boston and Maine Railroad Company and the General Board of Adjustment and Arbitration of the Brotherhood of Railroad Station Employees.*

Rules applicable to employees in station service. In effect December 20, 1909.

#### **GENERAL RULES.**

##### *Application of Rules.*

1. The rules of this schedule apply to baggage men, station men and crossing men at all stations, and to receiving clerks, delivery clerks, checkers and freight handlers at all stations outside of Boston.

##### *Copy of Agreement.*

2. All having charge of men affected by these rules shall be furnished with a copy of this agreement.

*Promotions.*

3. Promotions shall be made according to ability and merit. Those in charge of men affected by these rules will keep a record showing term of service.

*Vacancies Posted.*

4. All vacancies shall be posted for ten days in the respective departments at stations where they occur.

*Preference.*

5. If a vacancy occurs in the day force, night men shall be given preference in filling position.

6. Men employed at a station shall be given preference in filling vacancies at that station.

*Temporarily Assigned.*

7. Men temporarily assigned to work other than their own will receive compensation of position to which assigned; provided, in no case shall compensation be less than that of their regular position.

*Normal Day; Overtime; Extra Work.*

8. A normal day shall be established at every station covering either schedule and wherever this has been adopted, overtime will be paid for all work in excess of same; thirty-one minutes to be considered one hour, less than thirty-one minutes not to be considered. If required to return after supper for extra work, one-half day shall be paid for four hours or less and one day for any time over four hours.

*Excessive Hours.*

9. If at any station it is considered excessive hours are being worked, immediate consideration shall be given by the management, and everything practicable done to improve conditions.

*Right of Appeal.*

10. Right of appeal will be recognized.

*Reduction in Force.*

11. When there is to be a reduction in force on account of curtailment of expenses or otherwise, the man of the least ability and the poorest record shall be the first laid off.

*Reinstatement.*

12. In case of reinstatement to partial or full force, the last man laid off shall be the first reinstated, provided, however, that his record is clear and his work in the past has been creditable; senior service shall have the preference when ability and merit are equal.

**FREIGHT DEPARTMENT.**

*Promotion.*

13. Promotion in freight service shall be truckman to delivery or receiving clerk, to checker.

*Sunday and Holiday Work.*

14. Sunday and holiday work will be avoided as far as practicable. When required however, compensation shall be given — for three hours or less, one-half day; for over three hours, one day; eight hours in nine to be considered a day's work.

**BAGGAGE AND STATION SERVICE.**

*Uniforms or Caps.*

15. At all stations where men are required to wear prescribed uniforms or caps, or both, they shall be furnished without expense to the wearer.

*Remuneration for Sunday Work.*

16. Remuneration for Sunday work will be allowed — one-half day for reporting once, and one day for a total of over five hours' service. When force is reduced on Sundays overtime will be paid for time worked in excess of the maximum hours established for week days.

*Hours at Union Station, Boston.*

17. At Union Station, Boston, ten hours in twelve shall constitute a day's work, all time worked over ten hours shall be paid for as provided in Rule 8.

Signed: For the Company:

C. E. LEE,

*General Superintendent.*

For Station Employees:

P. J. COYLE,

*General Chairman.*

A. E. BARNES,

*Vice-General Chairman.*

STANLEY G. PERRY,

*Vice-General Chairman.*

HIRAM LEET,

*Grand Secretary-Treasurer.*

Boston, Mass., December 14, 1909.

**GRAIN ELEVATOR EMPLOYEES, BUFFALO.**

*Memorandum of Agreement, made this third day of November, between the Committee for the Elevator Owners or Representatives, party of the first part, and the elevator employes, members of Local Union 495, I. L. A., party of the second part.*

**WITNESSETH.**

1. That the party of the first part agrees that in the selection of employees preference shall be given to employees and members of Local 495, when such men are satisfactory to the Superintendent in charge of the Elevators.

2. The party of the first part will pay each Elevator man at the rate of ten per cent (10%) increase over the present rate of wages.

3. Hours of labor shall be from 7:00 A. M. to 6:00 P. M., with time allow-

ance of one hour for dinner, same to be regulated by the Superintendent of each Elevator. All work after 7:00 P. M. shall be paid for from 7:00 P. M. until work has been finished.

4. A month's work shall not include Sundays and Holidays.

5. Any work unfinished at 9 A. M. on any Sunday or Holiday shall be paid for on a basis of time and one-half up to 7 A. M., plus a full day's pay at time and one-half.

If said work is finished before 9 A. M. then time and one-half is to be paid for the actual time worked after 7 P. M. of the preceding day.

6. This agreement to become effective January 1st, 1910, and to continue for a period of two (2) years.

The season for each individual Elevator shall commence for that Elevator from the time of the arrival at that Elevator of its first cargo from the Upper Lake Ports, and shall continue up to January first following, with the understanding that the minimum regular day force shall be given steady employment during the season, with the further understanding that the Superintendent may at his option employ additional men for any period, indefinite or otherwise, during the season, with the further understanding that when it is necessary to lay off these men, he can do so without objections.

7. Holidays shall be Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Years. In case it is necessary to work the Elevators on these Holidays (with the exception of Labor Day) as many men will work as the Superintendent may require.

8. Over-time shall be paid all men at the rate of time and one-half per hour for services rendered after 6 P. M. week days and for Sundays and Holidays.

9. In the event of any controversy or grievance arising between the employees of any Elevator, members of Local 495, and the Superintendent of said Elevator, the men shall continue to work and any and all such controversies or grievances shall be settled, if possible, by said men and said Superintendent, and if not so settled, then shall be referred to the President of the Local Organization and the Manager of said Elevator. If through such reference said controversies or grievances cannot be settled, they shall then be arbitrated by the President of said Local organization and the Manager of the Elevator in question, choosing a third party who shall be disinterested, the decision of any two of said parties shall be final. If, however, the President of the Local Organization and the Manager of the Elevator interested cannot agree upon the third man, each shall choose a disinterested party and the two parties so chosen shall choose a third man, and the three said men so chosen shall constitute a board of arbitration and the decision of any two of said three shall be final and both parties shall abide by said decisions.

10. It is further agreed that in case of any disagreement between the employees of any Elevator and the Superintendent of said Elevator which cannot be settled as above provided, the employees, members of Local 495, will continue to work at all other Elevators in the Port, regardless of any disagreement existing between the employees of any one Elevator, members of Local 495, and Superintendent of said Elevator. It is distinctly agreed by the men, members of Local 495, that they will not strike on account of sympathy with any other Union.

**STREET RAILWAY EMPLOYEES, ALBANY.**

**SECTION 1.** The United Traction Company will recognize and treat with its employes or with any committee of its employes when they desire to be heard in relation to any grievance.

**SECTION 2.** The division of the time-tables into runs is to be arranged by the Superintendent and a committee of the employes. In case of delay, men who are on cars will be paid until relieved and men who have reported to relieve these cars shall be paid for their time at the regular rate unless excused by the Division Superintendent. Regular conductors and motormen who perform extra work shall be paid time and one-half from the time they are required to report for the extra work. Time-tables shall be posted in a conspicuous place at least five days before going into effect, except when emergencies arise.

**SECTION 3.** Regular conductors and motormen shall not be required to work overtime unless it becomes necessary by reason of the failure of reliefs to appear, and in this instance the Division Superintendent shall endeavor to so arrange that not more than one round trip shall be required and in no instance more than two trips. All regular conductors and motormen who consent to and are assigned to extra work shall be entitled to extra compensation. Every regular conductor and motorman who performs work over and above his daily schedule shall be paid time and one-half from the time he is required to report.

**SECTION 4.** Conductors and motormen shall be given preference for work on snow plows and sweepers. All work on snow plows and sweepers shall be paid for at rate of time and one-half.

**SECTION 5.** Committees of employes who desire leave of absence shall have preference over other employes in securing such leave at any time.

**SECTION 6.** When employes are summoned before the General or Division Superintendent to answer charges it must be as soon as possible after the alleged offense was committed, and they shall lose no more time than is actually necessary, and if not guilty of the alleged offense they shall be reimbursed for all time lost. When an employe is summoned before the Superintendent for a violation of rules, he shall, upon request, have time, after hearing the charges against him, to present any defense which he may have to the charges, and shall, if he so desires, be entitled to an adviser or advisers. An adjournment of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a conductor or motorman is cited to appear before the Superintendent to answer charges, in addition to the usual custom of having his name appear on the daily slate, he is to be handed by the Superintendent a copy of charge or charges he is to answer, to which charges he shall have one hour in which to make reply or answer. In case he is not satisfied with the decision of the Superintendent, he shall have the right to appeal to the General Manager, and in these appeals will be entitled to an adviser or advisers, and final decision shall be given within two weeks.

**SECTION 7.** In the record kept by the Company for violation of rules by employes, the defense of the employe as well as the violation shall be a matter of record.

**SECTION 8.** The Company agrees to furnish free transportation to all em-

ployes on all lines now owned and operated by the Company, and an employe shall be permitted to occupy any unoccupied seat.

SECTION 9. In vacancies occurring on railroad crossings, conductors and motormen shall have preference for such positions; also to positions as janitors and such positions as they may be eligible to.

SECTION 10. The clerks at the several car houses will, when requested, count and verify conductors' daily receipts.

SECTION 11. The Company agrees to permit any employe to be absent for not exceeding two weeks in any one year without interfering with his position on the slate until after the expiration of that time, provided that the extra list is sufficiently large to permit such vacation.

SECTION 12. In the appointment of conductors and motormen to positions of reserve crews, preference will be given to conductors and motormen according to seniority, all other things equal.

SECTION 13. The rates of wages to be paid conductors and motormen after June 30th, 1910, is to be decided by arbitration, stipulations of which are hereto annexed,\* and a proportionate increase, if any, shall be given to pitmen, pitmen's helpers, flagmen, sandmen, janitors, teamsters, transformer operators and their assistants, division office clerks, switchmen, and car cleaners.

SECTION 14. Length of service establishes the right to pick runs at least twice a year, spring and fall.

SECTION 15. Missing the extra list at the division offices shall be dealt with by the Division Superintendent; the maximum punishment being loss of place on the extra list for the day, provided he reports at 9 A. M. and 3 P. M.

SECTION 16. Employes suffering a day's suspension to appear before General Superintendent on violation of rules shall not be subject to order of Superintendents for work on that day.

SECTION 17. Coat, trousers and cap shall constitute a uniform; if vest is worn, however, it must be a regular uniform vest.

SECTION 18. In uniform inspections employes shall have right to have representative at such inspection; where question arises between Division Superintendent and employes, as to the necessity of procuring any article of uniform, the same will be referred to the General Superintendent.

SECTION 19. In the absence of Division Superintendents, clerks at the division offices shall be empowered to excuse regular men from work down to the last two extra men.

SECTION 20. When an employe answers to a charge before General Superintendent and has proven his innocence of the charge, no other charge shall be read to him.

SECTION 21. Seniority of service shall prevail among transformer operators and their assistants, as well as in all other branches of the employes; conditions as to hours and swings to remain the same as at present, other things being equal.

SECTION 22. When it is regarded necessary to transfer runs from one car house to another, the conductors and motormen operating such runs shall be permitted to follow them if they so desire.

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\* The stipulations are not at hand, but the report of the arbitrators is reproduced below.

SECTION 23. Petty charges against conductors and motormen shall be answered for with no loss of time.

SECTION 24. A miss shall constitute an absolute failure on the part of the man to get his car out on time. Men telephoning in sick ten minutes or more before car goes out shall not be subject to a miss.

SECTION 25. This agreement shall remain in force until the first day of July, one thousand nine hundred and eleven.

It is further mutually agreed that if, at or within thirty (30) days prior to the expiration of this agreement, any controversy shall arise between the Traction Company and their employes as to the rate of wages to be paid to such employes after the expiration of this agreement, the same shall be referred for determination to arbitrators, one to be selected by the Traction Company and one by the employes, and if they cannot agree, a third man is to be selected by such arbitrators for the determination of the question thus submitted.

UNITED TRACTION COMPANY,

(Signed) by EDGAR S. FASSETT,  
*General Manager.*

For the Employes:

(Signed) JOHN J. LAWLOR,  
JOSEPH F. McLAUGHLIN.

#### REPORT OF ARBITRATION PROVIDED FOR BY SECTION 13.

*To the United Traction Company and the Employes of the United Traction Company:*

GENTLEMEN.—The undersigned were appointed by you to consider the question of an advance in wages to be paid to the employes of the company on and after July 1, 1910.

We find that the principal ground on which the employes base their request for a 20 per cent. advance over the wages paid up to June 30, 1910, is the general increase in the cost of living, and we are of the opinion that this advanced cost of the principal necessities of life should lead employers of labor to make the largest possible addition to the wages paid.

If there were no other considerations to be observed, this commission would unhesitatingly recommend that the 20 per cent. increase asked by the men should be granted, because we are led to believe that this would not overcome the advance in the cost of living since 1907. But there are other considerations which must be taken into account by those who are to do justice to all parties, and, first, we should ask whether the company is able to pay such an additional amount without injury to those who have invested their money in its stock.

The commission cannot undertake to express an opinion as to the rightfulness or the wisdom of the course by which the United Traction Company came to be burdened with the large amount of capital stock on which it must now pay interest. We must confine our attention to facts which have been presented to us and which, to the best of our knowledge, represent the present financial condition of the company.

We find that, after deducting a sufficient sum to pay four per cent. on the capital stock of the company there will remain as a surplus for the year end-



ing June 30, 1910, a sum approximating \$23,900, and we find that this is the only amount shown to us from which an increased wage may be drawn. We cannot advise an increase in wages which would make it impossible for the company to pay the regular four per cent. dividend on its stock, because we hold that such an act would penalize citizens who have invested their money in good faith, and we believe it is contrary to the best interests of any city to discourage the investment of local capital in local industries. We are therefore forced to regard the above named sum of (about) \$23,900 as representing the fullest present ability of the company to meet the demand of its employees.

#### *A Recommendation.*

The commission, therefore, recommends that, beginning with July 1, 1910, the company should pay to all of its employes an increase of four per cent. over the wages paid up to June 30, 1910, and that such rate shall continue until June 30, 1911, except as hereinafter provided — namely: The commission recommends that application should be made by the United Traction company to the Legislature of the state of New York for the passage of an act enabling it to charge one cent for each transfer issued within the limits of the cities in which the company operates. We have calculated that such an additional charge for transfers would enable the company to pay its employes a 10 per cent. increase over the wages paid up to June 30, 1910, and we agree that such a 10 per cent. advance should take the place of the four per cent. increase hereinbefore awarded as soon as such an act of the Legislature shall become effective.

In reaching this conclusion we point to the fact that the four per cent. increase from July 1, 1910, would make the wage of motormen and conductors 26 cents an hour, irrespective of length of service, and that this is a more favorable rate than is paid in those cities of the state in which the conditions of labor and the cost of living may be compared fairly with those in the cities under consideration. If, as we hope, the Legislature should enable the company to pay this 10 per cent. increase, motormen and conductors of the United Traction Company would receive 27½ cents an hour, which is equal to the highest wage paid in New York city to men who have served five years or over.

#### *Best That Can be Done.*

We do not hold that this award establishes ideal conditions, and we are of the opinion that causes far-reaching in their nature must be removed before the working men of this country can receive for their services a compensation which will meet the requirements of a progressive civilization, but we offer our decision as representing the best that can be done under present conditions, and we ask the company, its employes and the general public to co-operate sympathetically in this effort to distribute a burden which should be borne by the many and not by the few. We do not ask the contending parties to bind themselves by an agreement extending beyond June 30, 1911, because we have good hope that conditions affecting both parties may improve before that time, and we believe that with such improvement the company will take steps to meet the just requirements of its employees.

Respectfully submitted,

RICHARD H. NELSON,  
C. GORDON REEL.

August 27, 1910.

**STREET RAILWAY EMPLOYEES, HUDSON VALLEY RAILWAY.**

[Agreement of Aug. 1, 1908-July 1, 1909, was printed in annual report for 1908, p. 253.]

*Memorandum of agreement made and entered into this 24th day of May, 1910, by and between the Hudson Valley Railway Company, or its successors, and the employees of the Hudson Valley Railway Company.*

SECTION 1. The Hudson Valley Railway Company will recognize and treat with its employes, or with a committee of its employes, when they desire to be heard in relation to any grievance.

SECTION 2. The division of the time-tables into runs is to be arranged by the Division Superintendent and a committee of the employes. In case of delay, men who are on cars will be paid until relieved, and men who have reported to relieve these cars shall be paid for their time at the regular rate. Regular conductors and motormen who perform extra work shall be paid time and one-half from the time they are required to report for the extra work.

SECTION 3. Regular conductors and motorman shall not be required to work overtime unless it becomes necessary by reason of the failure of reliefs to appear, and in this instance the Division Superintendent shall endeavor to furnish relief as soon as possible. All regular conductors and motormen who consent to and are assigned to extra work shall be entitled to extra compensation. Every regular conductor and motorman who performs work over and above his daily schedule shall be paid time and one half from the time he is required to report.

SECTION 4. Conductors and motormen shall be given preference for work on snow plows and sweepers. All work on snow plows and sweepers shall be paid for at the rate of time and one-half.

SECTION 5. Committees of employes who desire leave of absence shall have preference over other employes in securing such leave at any time.

SECTION 6. When employes are summoned before the Division Superintendent to answer charges, it must be as soon as possible after the alleged offense was committed, and they shall lose no more time than is actually necessary, and if found not guilty of the alleged offense, they shall be reimbursed for all time lost. When an employe is summoned before the Division Superintendent for a violation of rules he shall, upon request, have time after hearing the charges against him to present any defense which he may have to the charges and shall, if he so desires, be entitled to an adviser or advisers. An adjournment of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a motorman or conductor is cited to appear before the Division Superintendent to answer charges in addition to the usual custom of having his name appear on the daily slate he is to be handed by the Division Superintendent a copy of charge or charges he is to answer, to which charges he shall have one hour in which to make reply or answer. In case he is not satisfied with the decision of the Division Superintendent he shall have the right to appeal to the General Manager, and in these appeals will be entitled to an adviser or advisers, and final decision shall be given within two weeks.

SECTION 7. In the record kept by the company for violation of rules by employes, the defense of the employe, as well as the violation, shall be a matter of record.

SECTION 8. Regular men shall be those who, through seniority, are entitled to choose and hold runs on time-tables of eight hours or more; all motormen and conductors to have preference of runs according to their seniority in the service of the company. Seniority of service shall prevail with messengers on express cars, and such positions shall be filled from the list of motormen and conductors.

SECTION 9. When employes are laid off to look up evidence in case of accident, or a similar cause, they shall be paid straight time.

SECTION 10. General orders governing employes shall take effect as soon after they are issued as the employes affected shall have time to sign an acknowledgment of the same. Time-tables shall be posted three days in advance of change of time.

SECTION 11. All employes shall receive free transportation over all lines of the Hudson Valley Railway Company. When in uniform, cap badge numbers will be entered on the daily report of conductors. Suitable transportation will be given to employes for use when not in uniform, subject to the rules of the company.

SECTION 12. An employe accepting a promotion, such as Acting Inspector, Dispatcher or Foreman, shall, after six months, if he still continues to hold said position, turn in his motorman's or conductor's badge and relinquish all seniority rights as motorman or conductor.

SECTION 13. All trains hauling freight or work trains consisting of two cars in addition to motor car, shall be manned by not less than three men — a motorman, a conductor, and a third man, who shall be either a motorman or a conductor.

SECTION 14. Employes shall receive their wages not later than Thursday of each week.

SECTION 15. Wages of motormen and conductors shall be twenty-six (26) cents per hour.

SECTION 16. The employes declare it to be their intention to render faithful service in the respective positions to which they may be assigned, to obey all orders of the company, and generally to co-operate with the company in making relations mutually agreeable and profitable.

SECTION 17. The terms and provisions hereof shall be binding and remain in full force upon the parties hereto for a period of two (2) years, from the first day of July, 1910, and this agreement shall continue unless the parties of the agreement shall give thirty days' notice prior to July 1st, 1912, and state in writing the changes desired. If this notice is not given, the aforesaid agreement shall continue in full force until such notice is given. When no adjustment can be reached on wages by conference, the wage question shall be submitted to arbitration.

HUDSON VALLEY RAILWAY CO.,

By A. E. REYNOLDS, *General Manager.*

Representing Stillwater Division:

MANLEY J. SPOHN.

Representing Glens Falls Division:

GEORGE DEMAREST.

**STREET RAILWAY EMPLOYEES, CONEY ISLAND & BROOKLYN RAILROAD.**

[Succeeding agreement of July 1, 1909-July 1, 1910, printed in annual report for 1909, p. 595.]

*Articles of agreement entered into this day between the Coney Island and Brooklyn Railroad Company, party of the first part, and The Amalgamated Association of Street and Electric Railroad Employees of America, party of the second part, to be known as Division No. 283, and to read as follows:*

SECTION 1. The party of the first part, which (is the Company), through its properly accredited officers, shall continue to treat with the conductors and motormen of the Smith Street and Franklin Avenue lines as heretofore.

SECTION 2. That the rate of wages shall be Twenty-three (23) cents per hour for all time in which motormen and conductors are in charge of cars—this excluding meal time (30 minutes). The regular tables shall be composed of two-thirds ( $\frac{2}{3}$ ) straight runs, and all straight runs will give each motorman and conductor employed on same an opportunity to have at least ten hours' work per day inside of eleven hours. For all time that men operating straight runs are in charge of cars in excess of eleven hours, including meal time, they will be paid for the excess as over time at rate and a half. No swing run to pay less than One Dollar and Seventy-five cents (\$1.75) and for all time that men operating swing runs are out for over thirteen (13) hours, the excess time will be paid for as over time at rate and a half.

SECTION 3. Party of the first part does not object to any motorman or conductor belonging to any labor organization; on the contrary, would prefer that they join the Union, and will not keep in their employ any motorman or conductor who does not join the Union.

SECTION 4. That swing runs being relieved at Smith and Ninth Streets shall start from same depot after swing. Swing runs being relieved at Coney Island shall start from Coney Island after swing, and no swing run shall swing more than once.

SECTION 5. That no motorman or conductor be held responsible for any accident that may occur on his car when he has two or more witnesses to exonerate him from blame.

SECTION 6. No conductor or motorman, a member of this Association, shall be suspended or discharged without good and sufficient cause, and when called into the office on any complaint he shall have a full and impartial hearing. Conductors and motormen will be informed of the specific complaint or complaints upon which they are suspended or discharged, and any conductor or motorman suspended or discharged and after investigation is found not guilty, shall be reinstated in his former position, and paid for time lost.

SECTION 7. Motormen or conductors riding on a car that is due at the depot in time for them to report, or motormen and conductors in hearing of the starter shall not be jumped. Any motorman or conductor working after twelve midnight shall be excused until eleven o'clock the next day.

SECTION 8. Motormen's and conductors' names shall be placed on the time table according to seniority; no motorman or conductor shall lose their runs

for being late for the first offense, but shall lose their car for three (3) days; for the second offense within three (3) months, they shall lose their car for seven (7) days; for the third (3) offense within three (3) months they shall lose their runs, and be placed at the bottom of the extra list; all misses to be wiped out at the end of each quarter commencing with July of each year. This section shall also apply to extra men.

SECTION 9. Within three days after being notified, or as soon thereafter as possible, the railroad officials will meet the Grievance Committee of the organization to adjust any differences that may arise.

SECTION 10. There shall not be any overtime on the time table; it will be optional with the conductors and motormen whether they make overtime. Regular motormen and conductors reporting for their runs and losing their day or part of their day's work though the Company's failure to supply them with a car, or any other cause not the fault of the conductor or motorman, they shall be paid the amount their runs call for.

SECTION 11. Conductors and motormen shall be relieved from all responsibility while at meals and at supper time — there shall be a relief at all depots or terminus of road, and they shall not be required to switch off cars in depot.

SECTION 12. When conductors and motormen are suspended from their regular positions, they shall not be required to attend changes unless paid for time so lost. When suspended they shall have a hearing as soon as possible. All motormen and conductors who are jumped shall be required to attend only one change in twenty-four (24) hours.

SECTION 13. The registers in each and every car will be kept in good working order — on open cars there will be a strap at each stanchion, and on closed cars there will be a register strap at each window; registers to be free and easy to work. Conductors will not be responsible for failure to register when register is out of order.

SECTION 14. In all cases where a car is detained on the road through fire or some other unavoidable cause, not the fault of the conductors and motormen in charge of said car, they shall be paid as though running on the road.

SECTION 15. Whoever is in charge of depot shall have power to excuse conductors and motormen from duty for twenty-four (24) hours, and if necessary another twenty-four (24) hours; those excused on account of sickness must report to starter before six o'clock on the day before resuming duty.

SECTION 16. After all conductors and motormen are excused, their names shall be placed on the slate, and at six o'clock, P. M., extras shall be assigned to their places.

SECTION 17. In case a time table is changed when conductors and motormen are absent on leave, said conductors and motormen shall not be jumped for failing to report on time, unless personally notified of change of table; failure to report shall be considered a jump.

SECTION 18. Time table shall be posted before first out is through; when time table is changed notice shall be posted to that effect.

SECTION 19. There shall be no less than thirty (30) minutes for dinner and twenty-five (25) minutes for supper.

This Agreement and the provisions thereto, remain in full force and binding upon the respective parties hereto from July 1st, 1910 to July 1st, 1911.

WITNESSETH: That in the operation of the lines of the party of the first part, both parties mutually agree.

Brooklyn, June 25, 1910.

THE CONEY ISLAND AND BROOKLYN RAILROAD COMPANY.

S. W. NUFF,  
*President.*

Attest:

JOHN A. THAKE,  
*Assistant Secretary.*  
JOHN CUNNINGHAM,  
JOSEPH B. RYAN,  
R. HUGHES,  
GEORGE GOULD,  
WALTER WIRTHS,  
*Committee for the Association.*

**TEAMSTERS, NEW YORK CITY.**

[Terminating strike of Nov. 5-13, 1909.]

*This agreement made this 13th day of November, 1909, between the Contractors' Protective Association and Local No. 506 of the International Brotherhood of Teamsters, witnesseth:*

SECTION 1. All drivers shall be required to help load their trucks at all times, and in case of crowding of teams at loading points drivers must help to load their employers' trucks in order to break the jam.

SECTION 2. Drivers on single carts shall be paid at the rate of \$2.00 per day.

Drivers on single trucks shall be paid at the rate of \$2.00 per day.

Drivers on cellar excavating trucks shall be paid at the rate of \$2.40 per day.

Drivers on sand, broken stone, brick or cement trucks shall be paid at the rate of \$2.65 per day.

Drivers on three horse hitch teams shall be paid at the rate of \$2.50 per day.

Drivers on three horse trucks shall be paid at the rate of \$2.75 per day.

Drivers on four horse trucks shall be paid at the rate of \$3.00 per day.

Salary shall be paid every two weeks on Saturday night; pay to close on Thursday night if the employer finds it necessary.

SECTION 3. All drivers shall put in nine hours actual time on the work exclusive of dinner hour.

One hour shall be allowed the driver for dinner and he shall care for his horses morning and evening, and at noon, at which time he shall remain with his team.

The hours of work shall be adjusted to suit the business conditions of the employer.

SECTION 4. Overtime shall be paid for at the rate stipulated in Section 2 proportionately.

SECTION 5. Drivers shall not be required to do stable work on Sunday. The employer, or anyone designated by him, shall arrange the turn of the men and the time for the proper care of the horses on Sunday morning, and any driver who shall fail to report in his turn shall have one dollar deducted from his next envelope, which sum shall be divided among the men who did report for duty on the Sunday in question.

Harness shall be cleaned at least once a week on Saturday night.

SECTION 6. If drivers work on July 4th, Labor Day, Christmas Day, New Year's Day or Sunday, they shall be paid at the rate of time and a half. The requirements of this section shall apply only to outside work, and shall not apply to emergency work.

SECTION 7. Preference shall be given, in hiring new men, to competent members of the International Brotherhood of Teamsters.

SECTION 8. Any driver who shall, through negligence or by deserting his team, cause pecuniary loss to his employer, shall have deducted from his pay an amount which shall be the equivalent of the loss sustained by his employer through his neglect.

SECTION 9. Should any difference arise between the employer and the employee which cannot be adjusted by the employer and the representative of the International Brotherhood of Teamsters, the difference shall be adjusted by a board, consisting of an equal number of teamsters and members of the Contractors' Protective Association; and in case of a failure to agree they shall mutually select an umpire whose decision shall be final and binding on both parties.

No lockout or strike shall be declared pending decisions, and no sympathetic strike shall be ordered by the International Brotherhood of Teamsters.

This agreement shall be in force from November 15, 1909, until November 15, 1911.

If no objection is raised to the terms of this agreement prior to August 15, 1911, this agreement shall continue in force for another year after November 15, 1911.

*Committee of Contractors' Protective Ass'n.*

FRANK BRADLEY,  
DAVID P. CANAVAN,  
PATRICK REDDY,  
JAMES McLAUGHLIN,  
JOHN L. KEATING.

*Committee International Brotherhood of Teamsters Local No. 506.*

GEO. TRAUTNER,  
MICHAEL McELBOY,  
VAL. HOFFMAN.

#### **SWITCHMEN, BOSTON & MAINE RAILROAD.**

*Rules applicable to Switchtenders. In effect June 13, 1910.*

1. These rules apply to all employees whose whole or principal duty is the throwing of switches.

2. Switchtenders will be given an opportunity to apply in writing within five days for all permanent vacant positions, stating preference in each yard.

General Yardmasters, and agents where there are no General Yardmasters, will keep a record of each switchtender which will consist of merits, demerits and term of service.

3. Men attending court, inquest or investigation, examination for color blindness under instructions of an officer of the Company, will be paid the same amount to which they would have been entitled had they remained on their job.

4. Switchtenders called for service and not required to work will be allowed a minimum of three (3) hours' pay. Over three (3) hours, and not exceeding five (5) hours, one-half day's pay. Over five (5) hours, one day's pay will be allowed.

5. Men called upon to perform duty outside of their class of service will be paid for the class of service performed, provided that the rate of pay shall in no case be less than they would have received had they performed their regular service; it being understood that this rule applies where men are called upon to perform duty outside of their regular service.

6. In case of discipline, right of appeal will be granted, if exercised within ten (10) days, and a hearing will be given as promptly as possible, at which men may be accompanied by fellow employees of the same or superior class. If investigations find the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

7. Men will not be required to pay for loss of or damage to switch keys, lanterns or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper officer within twenty-four (24) hours after such loss or damage occurs.

8. Men required to transfer, at the Railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

9. Men having been employed for a period of one year may be given leave of absence not exceeding six (6) months, upon request. In all cases due notice shall be given in order that their places may be filled.

10. Efforts will be made to furnish employment suitable for their capacity to men who are injured in the discharge of their duties.

11. Men shall, if they so desire, upon leaving the service, be given a letter stating the nature and time of service and reason for leaving the same. Said letter to be given within ten days.

It is agreed between the management and the Brotherhood of Railroad Trainmen that a flat thirty cents (30c.) per day increase be given to all men employed as stationary Switchmen, as defined in Rule 1 in Switchtender's agreement. And it is also agreed that the rules will not be changed at this time.

Signed for the Railroad,

C. E. LEE,

*General Superintendent.*

Signed for the Trainmen,

W. T. DOHERTY,

*Chairman.*

#### **SWITCHMEN, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.**

*General Rules Governing the Service of Switchmen, Effective February 10, 1910.*

#### **ARTICLE 1.**

Switchmen in the yards in Buffalo territory, Erie, Ashtabula, Ashtabula Harbor, Youngstown, Sharon, Cleveland, Sandusky, Toledo, Detroit, West Detroit, Elkhart, South Bend and La Porte territories, will be paid as follows:

Night yard foremen, thirty-nine cents (39 cts.) per hour.

Day yard foremen, thirty-seven cents (37 cts.) per hour.



Night yard helpers, thirty-six cents (36 cts.) per hour.

Day yard helpers, thirty-four cents (34 cts.) per hour.

In all other yards foremen will be paid thirty-five cents (35 cts.) per hour, and helpers thirty-two cents (32 cts.) per hour.

Overtime — Any fraction over thirty minutes to constitute one hour.

#### ARTICLE 2.

Any crew beginning work before 6.00 A. M., or after 8.00 A. M., shall be paid night rates.

#### ARTICLE 3.

Ten hours or less shall constitute a day's work.

#### ARTICLE 4.

Section 1. The oldest yard switchmen, in point of service, shall have preference in their respective positions, capacity being equal.

Section 2. The oldest extra men shall have the preference in work.

#### ARTICLE 5.

Switchmen assigned as switch-tenders, crossing flagmen or target tenders, shall receive switchmen's wages.

#### ARTICLE 6.

As a general practice, all yard crews shall consist of one foreman and two helpers; but the Company reserves the right to work a greater or less number.

#### ARTICLE 7.

In making selection for assistant yard master, the oldest switchmen will have consideration.

#### ARTICLE 8.

Section 1. All-day crews shall be allowed one full hour for dinner between the hours of 11.00 A. M. and 1.00 P. M. Night crews will be allowed one full hour for supper between the hours of 11.00 P. M. and 1.00 A. M., excepting crews at Ashtabula and Ashtabula Harbor. If crews are required to work during this time, they will be given thirty minutes for dinner or supper between the hours above stated and paid for the hour.

Section 2. Crews at Ashtabula and Ashtabula Harbor will receive continuous time while on duty; excepting men employed on coal machine hump at Ashtabula Harbor, who shall be governed by Section 1 of Article 8.

#### ARTICLE 9.

Section 1. Rights of all switchmen shall date from the day they enter the service of the Company as switchmen. Switch-tenders or others desiring to enter switching service shall be assigned to bottom of extra list.

Section 2. A correct seniority roll of switchmen shall be kept displayed in each yard and shall be revised every six months.

**ARTICLE 10.**

Switchmen shall hold no rights in road service, nor shall road men hold any rights in yard service.

**ARTICLE 11.**

As a general practice, switching of any kind, done within yard limits, shall be under the jurisdiction of the yard master, and he shall furnish properly qualified yard men for such work.

**ARTICLE 12.**

In case the Company shall see fit to reduce force, the men who are to be taken off shall be notified by the yard master not less than three hours previous to the time they are expected to report for work. If not so notified, and they report for work, they shall be allowed one-half day's pay.

**ARTICLE 13.**

Engines not equipped with foot-boards, grab irons and headlights on each end of the engine will not be allowed to work for more than two days in yard service.

**ARTICLE 14.**

Yard foremen will make out their own time slips. All errors in computing time will be properly corrected. Any amount of pay omitted on the payroll of one month shall be paid on the rolls of the month following; except that if the sum exceed five dollars, a pay check will be issued.

**ARTICLE 15.**

Any switchman serving on a Board of Adjustment shall not be discriminated against.

**ARTICLE 16.**

The switchmen in all yards shall have a meeting point for starting and quitting work.

**ARTICLE 17.**

Section 1. In case of suspension or dismissal of any switchman for any cause, he shall have the right to refer his case to the division superintendent, within five days of the time he was taken off. Superintendent shall give his case a thorough investigation, at which time the aggrieved employe may be present if he so desires, and may also be represented by a committee of employes in his class, from his division, whom he may select. In case he shall not be satisfied with the investigation, he shall have the right to appeal to a higher official. In case the suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

Section 2. Where switchmen are notified to report to office for investigation, they must be notified what they are to be investigated for, so that they can arrange for representation, and before the commencement of any investigation, they must be asked if they have representation, and if not, if they desire to have it. They must then be given an opportunity to secure representation.

Section 3. All infractions of rules, or matters requiring investigation, will be taken up within ten days from the date of occurrence, and any discipline imposed must be in effect within fifteen (15) days from date of investigation, unless prevented by personal injuries to the persons concerned.

#### ARTICLE 18.

Yard employees who are relieved for rest in compliance with the law, shall be permitted to resume work when the lawful rest is up, and to work 10 hours or be paid for ten hours.

#### ARTICLE 19.

On application, a copy of the revised rules and regulations for switchmen will be furnished the chairman of the Local Grievance Committee.

J. J. BENNET,  
*General Superintendent.*

APPROVED:

D. C. MOON,  
*General Manager.*

#### *Additional Rules Governing Switchmen in Chicago Territory.*

The following rates of pay, Rules and Regulations will apply to yardmen in Chicago Switching District which extends to and includes Indiana Harbor.

#### ARTICLE 1.

(a) Rates of pay:

Yard Conductors, days .....	38 cents per hour
Yard Conductors, nights .....	40 cents per hour
Yard Brakemen, days .....	35 cents per hour
Yard Brakemen, nights .....	37 cents per hour

(b) Pilots will receive not less than yard conductor's pay.

(c) Except where passenger men are now used, backup men handling passenger equipment will receive not less than yard conductor's pay.

(d) All transfer, construction, maintenance of way and work trains doing work exclusively within the switching limits, will receive not less than yardmen's pay. Yard crews whose work takes them outside of the switching district will receive yardmen's rates.

(e) Yardmen assigned to other than their regular duties will be paid the established rate for the service performed, but in no case shall the yardmen so assigned be paid less than on the basis of their regular rate.

(f) Yardmen attending court or inquest under instructions from the Company will be allowed the same compensation they would have earned had they remained on their regular assignment, plus actual expenses.

#### ARTICLE 2.

Where conditions will permit the established time for day and night yardmen to start work shall be 7:00 A. M. and 7:00 P. M., respectively. Engines started at other times than between 6:00 A. M. and 8:00 A. M. will be paid night rates.

## ARTICLE 3.

(a) Ten hours, or less shall constitute a day's work. No new work shall be assigned after the expiration of ten hours.

(b) Yardmen will be paid pro rata for overtime, actual minutes to be counted.

(c) The pay of yardmen shall continue until they reach the point at which they start work.

## ARTICLE 4.

(a) Yardmen shall be allowed one hour for meals between the hours of 11:30 A. M. and 1:00 P. M., and between the hours of 11:30 P. M. and 1:00 A. M., but if required to work the meal hour or any part thereof, they will be paid for the hour in addition to the minimum day and be allowed thirty minutes under pay for meal.

(b) Yardmen will not be required to work longer than six hours without being allowed thirty minutes for lunch.

## ARTICLE 5.

When, for any reason, the time claimed by time slip is not allowed, or if the time slips are not made out correctly, they will be promptly returned and the reason given therefor.

## ARTICLE 6.

A crew shall consist of not less than one foreman and two helpers.

## ARTICLE 7.

In the employment of yardmen, experienced men shall be given preferred consideration.

## ARTICLE 8.

(a) Men entering the service as yardmen shall be extra until a vacancy occurs in the night yard, when the oldest extra man shall be made regular in that yard.

The oldest night man shall have the right to transfer to the day yard. When a permanent vacancy occurs, the oldest yardman in the service shall have the right to the position. If he refuses to accept, he relinquishes his right to transfer until the next permanent vacancy occurs.

When the force is reduced, the youngest yardman in the service will first be reduced and so on in turn according to their ages in the service.

(b) The seniority rights of yardmen will date from the time they enter the service (continuously) in the yards or terminal where employed.

(c) The right to preference of work, and promotion, will be governed by seniority in service. Everything being equal, the yardmen longest in service will be given the preference.

(d) In the appointment of yardmasters and assistant yardmasters, the oldest qualified yardman shall be considered.

(e) Yardmen leaving the service of the company of their own accord forfeit all seniority rights.

## ARTICLE 9.

Any yardmen leaving the employ of the company will, at his request, be given a letter by his division superintendent stating his term of service,

capacities in which employed and whether he has been dismissed or has left the service of his own accord. If dismissed, such letter shall state the reasons therefor.

#### ARTICLE 10.

Employees in yard service shall have access at all times to seniority list to be posted in a convenient place in the office of the General Yardmaster, which will contain a correct list of all the yardmen and their age in service.

#### ARTICLE 11.

A bulletin shall be kept in each yard office upon which assigned crews and extra men shall be registered.

#### ARTICLE 12.

In filling vacancies in positions of switchtenders, full consideration shall be given to yardmen disabled in the service of the company whenever such injuries are not such as to unfit them for such duties. Disabled yardmen desiring to be considered in line for such positions may file application with the proper officer of the company.

#### ARTICLE 13.

(a) Any yardman serving on a committee shall not be discriminated against, and shall have leave of absence upon request to serve on such committee.

(b) Yardmen will not be granted leave of absence for a longer period than 90 days, except in case of sickness, committee work, or by permission of the Superintendent.

#### ARTICLE 14.

All official papers that require Notary Public or other Court Officer's approval, the expense shall be paid by the Company.

#### ARTICLE 15.

Regular yardmen required to work sixteen hours will resume work when their rest period is up under the Federal law, and then be permitted to work ten hours or paid therefor.

#### ARTICLE 16.

Yardmen will be furnished cabooses properly equipped in all transfer service.

#### ARTICLE 17.

All engines assigned to switching service shall be equipped with headlights, foot-boards and proper grab-irons at both ends.

Any engine temporarily assigned to switching service shall be so equipped at the first opportunity if such engine is to be continued in that service more than one trick. The use of unequipped engines shall not be prolonged by the substitution of one engine for another. This provision, however, shall not apply to engines exclusively used in transfer service.

**ARTICLE 18.**

Yardmen will not be required to chain up cars, or couple or uncouple air hose in yards or on repair tracks where car repairers are available.

**ARTICLE 19.**

When objections or charges are made against any yardman by other yardmen, they shall be put in writing, and should convey a full and clear statement of the objections or charges.

**ARTICLE 20.**

Yardmen taken out of service for cause, shall be given a hearing within five days, and if held a longer time, will be paid for all time so held, at their regular rates of pay.

Yardmen shall have the right to have an employe of their choice present at investigations, and shall have the right to appeal to the higher officers of the company, in case the decision is unsatisfactory.

In case the suspension or dismissal is found to be unjust, the yardman shall be reinstated and paid for all time lost.

The result of the investigation shall be made known within three days after the hearing.

**ARTICLE 21.**

The proper officers of the company will hear any reasonable complaint made by individual yardmen or by the authorized committee representing the same, provided due notice shall be given the company in writing of the subjects of complaint, and a special appointment made as to time and place, the same shall be considered.

These additional rules to be in effect from March 19, 1910.

J. J. BENNET,

*General Superintendent.*

**APPROVED:**

D. C. MOON,

*General Manager.*

**TELEGRAPHERS, ERIE RAILROAD.**

[Agreement of March 4, 1908, was printed in annual report for 1908, p. 269.]

*Rates of pay and rules for telegraphers, effective April 15th, 1910.*

The following rules and rates of pay will govern the telegraphers in the employ of the Erie Railroad Company.

1. Any employe required to telegraph in the performance of his assigned duties is to be considered as a telegrapher within the meaning of this schedule.

2. When new positions are created the compensation therefor will be fixed in conformity with that paid for similar positions specified in this schedule.

3. A telegrapher suspended or dismissed will have the right to refer his case by written statement to the Superintendent; within ten days, if possible, after the receipt of said statement, the case will have a thorough investigation, and a decision will be given. When the investigation results unfavorably to the employe, the right to appeal is conceded. When found blameless, telegraphers shall be reinstated and receive full pay for the time lost.

4. All employes in the telegraph service will be regarded as in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern.

5. All vacancies or new positions will, when practicable, be immediately advertised by "23" message over the Superintendent's division upon which they occur. When it is impracticable to send these notices by wire, they will be sent by train mail.

Telegraphers will have the opportunity to apply for any vacant position in the telegraph service. This rule will apply to copiers and telegraphers in Superintendent's and other general offices.

Positions known to be temporarily vacant thirty days or more, or that will remain vacant for an indefinite period after thirty days temporary vacancy, shall be given to the oldest eligible and qualified applicant for same, provided such temporary assignment can be made without impairing the service. No pay for deadheading will be allowed in filling such temporary vacancies.

6. A telegrapher declining to accept promotion does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs or a new position is created.

7. A vacancy will be filled within ten days after it occurs by the appointment of the man entitled to it. Telegraphers will be allowed five days in which to apply for a position after it is advertised.

8. A telegrapher accepting a position under the above rule, finding that it is unsuitable, may resume his former position within ten days after he vacated same. After the expiration of ten days he will take his place on the extra list, but with his seniority rights intact.

A telegrapher taking an agency under Rule 7, finding it is unsuitable, may within ten days take his place on the extra list with seniority rights intact.

9. Telegraphers will be allowed to attend their meetings so far as consistent with good service, and will be relieved and furnished transportation without unnecessary delay. Committees will be granted leave of absence as soon as possible after it is applied for when they wish to present any matters to an officer of the Company.

10. At offices where more than three telegraphers are employed exclusively for telegraph service, when service will permit, ten consecutive hours, including meal hours, will constitute a day's work; meal hours being so arranged that one telegrapher will be on duty at all times.

11. At offices where two telegraphers are employed, twelve consecutive hours, including meal hours, will constitute a day's work.

At offices where but one telegrapher is employed, twelve consecutive hours, including meal hours, will constitute a day's work; the Company reserving the right to arrange the hours to suit the service.

When it is impossible to relieve a telegrapher for meal hour, overtime will be paid for meal hour at pro rata rate.

12. At offices where six hour tricks are regularly established, overtime will be allowed after six hours continuous service; at offices where eight hour tricks are regularly established, overtime will be allowed after eight hours continuous service; at offices where eight or nine hour optional tricks or regular nine hour tricks are established, overtime will be allowed after nine hours continuous service, and will be paid for at pro rata rates.

At offices where ten hour tricks or twelve hour tricks are established, overtime will be allowed after ten hours, or twelve hours consecutive service, respectively, and will be paid for at the rate of twenty-five cents per hour, unless the pro rata rate is higher, when overtime will be paid for at pro rata rates.

In computing overtime, thirty minutes and less than sixty minutes will be considered an hour; less than thirty minutes will not be counted.

Overtime will not be allowed unless overtime slips are mailed to the proper official, within forty-eight hours from the time of service. Telegraphers will be notified within five days when overtime is not allowed as per overtime slips.

13. Telegraphers summoned to service outside of regular hours, after being excused by the train dispatcher, or leaving the office for the day, will be allowed regular overtime rate with minimum allowance of two hours' pay.

14. Telegraphers will not be required to attend pumping engines at points where there are other employes available for that duty. When so required they will receive extra compensation.

15. Telegraphers will not be required to attend switch lights at points where there are other employes available for that duty. When conditions require the above work to be done outside of regular working hours, the Superintendent will determine the time required and authorize overtime as per Rule 12.

16. Telegraphers transferred to new locations by order of proper officials will receive pay for the necessary time lost in transferring, and free transportation for themselves, dependent members of their families, and household goods.

When the telegraph force is reduced, or offices are closed, either permanently or temporarily, telegraphers so displaced may take any position that merit, ability and seniority entitles them to, except that agents are not to be displaced.

17. Telegraphers deadheading to working points by order of the proper officials will receive pay for one-half the actual time consumed on trains in going and returning, the basis of compensation being the salary of the telegrapher relieved. Thirty minutes and less than sixty minutes will be considered an hour; less than thirty minutes will not be counted.

Note.—This rule does not apply to deadheading for the purpose of relieving telegraphers who are given leave of absence as provided in Rule 9.

18. Telegraphers attending Court or other business for the Company will be paid their regular rates of pay per day; and when called to leave home, necessary expenses will be paid.

19. Telegraphers leaving service in the telegraph department to accept service in other departments will forfeit their seniority after an absence of ninety days.

20. Extra telegraphers will receive the same compensation as the person they relieve. Telegraphers holding regular positions, when sent to work in other offices temporarily will not receive any less compensation than their regular positions entitle them to.

21. The standard trick arrangement, where two nine and one six-hour tricks are established, is to be one of the following propositions:



*First Proposition:*

7 a. m. to 4 p. m.	1st trick.
4 p. m. to 10 p. m.	2nd trick.
10 p. m. to 7 a. m.	3rd trick.

*Second Proposition:*

6 a. m. to 3 p. m.	1st trick.
3 p. m. to 12 midnight.	2nd trick.
12 mid. to 6 a. m.	3rd trick.

*Third Proposition:*

7 a. m. to 4 p. m.	1st trick.
4 p. m. to 1 a. m.	2nd trick.
1 a. m. to 7 a. m.	3rd trick.

These hours will not be deviated from unless there is some special reason therefor.

22. The working hours are to be continuous.

23. This contract will take effect April 15, 1910, and continue in force until April 15, 1911, and thereafter, until either party shall give to the other thirty days' notice of a desire to revise same.

J. C. STUART,

*Vice-President.*

Accepted for the Telegraphers,

W. H. HUSTED.

Salamanca, N. Y., April 8, 1910.

## SUMMARY OF WAGE SCHEDULE.

Rate per month.	Hours per day.	Number of positions.	Rate per month.	Hours per day.	Number of positions.
\$90 00	12	1	\$60 00	10	2
80 00	12	2	60 00	12	19
77 00	Manager	1	58 00	8	4
75 00	Manager	2	58 00	9	7
75 00	9	4	58 00	8 or 9	2
75 00	12	2	58 00	10	2
72 00	8	1	58 00	12	4
70 00	8	1	57 50	8	1
70 00	9	1	57 50	9	5
70 00	10	3	57 50	12	3
70 00	12	3	57 00	Manager	1
68 00	8	5	57 00	8	6
68 00	9	5	57 00	9	13
68 00	12	1	57 00	8 or 9	1
67 50	Manager	1	57 00	12	11
67 00	Manager	1	56 50	12	1
67 00	12	1	56 00	8	1
66 00	9	1	56 00	9	10
65 00	8	6	56 00	12	2
65 00	9	2	55 00	8	35
65 00	12	5	55 00	9	70
63 00	8	3	55 00	8 or 9	8
63 00	9	6	55 00	12	47
63 00	10	1	54 00	8	1
63 00	12	2	54 00	9	6
62 50	8	1	54 00	12	4
62 50	9	1	53 00	8	7
62 00	8	2	53 00	9	29
62 00	9	1	53 00	8 or 9	1
62 00	12	1	53 00	10	2
60 00	8	8	53 00	12	21
60 00	9	15	52 50	9	22
60 00	8 or 9	1	52 50	10	1

## SUMMARY OF WAGE SCHEDULE — (Continued).

Rate per month.	Hours per day.	Number of positions.	Rate per month.	Hours per day.	Number of positions.
\$52 50.....	12	13	\$45 00.....	8 or 9	2
52 00.....	8	11	45 00.....	9	1
52 00.....	9	44	45 00.....	12	23
52 00.....	8 or 9	2	44 00.....	12	1
52 00.....	12	19	43 00.....	6	30
51 00.....	8	4	43 00.....	12	2
51 00.....	9	12	42 70.....	9	1
50 00.....	6	2	42 00.....	12	1
50 00.....	8	12	40 00.....	6	2
50 00.....	9	49	40 00.....	12	6
50 00.....	8 or 9	2	35 00.....	6	2
50 00.....	10	3	35 00.....	12	1
50 00.....	12	71	32 50.....	12	1
49 00.....	9	1	32 00.....	8	1
48 00.....	9	1	32 00.....	9	1
48 00.....	12	8	31 00.....	8	1
47 50.....	8	1	30 00.....	8	2
47 50.....	9	7	28 00.....	8	1
47 50.....	12	4	28 00.....	9	1
47 00.....	9	2	27 50.....	8	1
47 00.....	12	2	26 00.....	8	1
47 00.....	.....	1	26 00.....	12	1
45 00.....	6	5	21 00.....	8	1
45 00.....	8	6			

## TELEGRAPHERS, LAKE SHORE &amp; MICHIGAN SOUTHERN RAILWAY.

*Effective May 1, 1910.*

## TELEGRAPHERS' RULES AND RATES.

RULE 1. Any employe required to telegraph or telephone in the performance of his assigned duties in connection with train service, also other employes whose positions are shown in attached wage scale, are to be considered telegraphers within the meaning of this schedule.

RULE 2. Telegraphers will be regarded in line of promotion, advancement dependent upon faithful discharge of duty, conduct and capacity for increased responsibility, the Superintendent to be the judge. When these are sufficient, seniority will have the preference. Seniority rights will date from the last time of entering the service and will extend over the Superintendent's Division. Telegraphers transferred from one division to another, at the convenience of the company, will retain their seniority rights for one year on the division from which transferred.

RULE 3. Seniority will only be effective when vacancies occur or new positions are created. A list of telegraphers in each district will be prepared according to seniority and revised annually and a copy furnished the General Chairman. A telegrapher may obtain his seniority standing upon application to Division Superintendent.

RULE 4. A telegrapher, declining to accept any promotion or change offered, will not lose his rights to future promotion in his turn. A telegrapher promoted and found incompetent will take his place on the extra list retaining his seniority rights.

RULE 5. Telegraphers will not be suspended or dismissed from the Company's service without just cause; in case of suspension or dismissal, if the telegrapher thinks the decision is unjust, he will have the right within ten

days to refer the case by written statement to the Division Superintendent; and within ten days, if possible, after the receipt of such statement his case shall have thorough investigation by the proper official, at which he may be present or represented by a telegrapher employed upon his division. If not satisfied with the result, the right to appeal is conceded; in case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

RULE 6. Telegraphers attending Court by direction of an official of the Company will be allowed their regular salary and necessary expenses while away from home.

RULE 7. Where more than ten cells of local battery are in use, telegraphers will not be required to clean them, nor will telegraphers be required to attend switch lamps at points where there are other employees available for that duty.

RULE 8. When a vacancy occurs or a new position is created, the telegraphers on that division will be notified by wire or letter, and no permanent appointment made until all men have had forty-eight hours after receipt of notice in which they may file application for the position. In reducing the force, the necessary qualifications being sufficient the youngest man in the service will be dispensed with first. The salary of new positions will be fixed in conformity with positions of similar class provided for in this schedule.

RULE 9. Ordinarily twelve hours will constitute a day's work. Where the work requires division into three tricks eight or nine hours will constitute a day. Where two or more telegraphers are employed at the same time in towers or other offices, they may not all be relieved at the same hours, but it may be arranged, where practicable, for a part or all to work nine hour tricks, the Superintendent to decide. The hours of work shall be consecutive, but will be arranged to suit the company's service.

RULE 10. When service conditions permit telegraphers will be allowed time to eat and in case of twelve hour men, one hour.

RULE 11. Salaries cover the regular station duties for the full month, including Sundays and attendance upon scheduled trains. Additional time due to late trains, will be paid for at overtime rates, as per Rule 12.

RULE 12. Overtime will be paid pro rata, but in no case less than twenty-five (25) cents per hour, for all hours worked, by order of the proper official, in excess of the regular assigned hours. In computing overtime, thirty minutes and less than sixty minutes will be considered an hour, less than thirty minutes will not be counted. Overtime will not be allowed unless overtime slips are mailed to the proper official within 48 hours from the time of service. When overtime is not allowed notice with explanation will be given.

RULE 13. Telegraphers summoned to work outside of assigned hours for duty, after properly being relieved by the Dispatcher, and having left their office, will be allowed fifty (50) cents for the first hour or fraction thereof. After the first hour overtime rate will be paid.

RULE 14. Telegraphers performing telegraphic duties at wrecks, wash-outs, snow blockades or other similar emergency offices, will receive \$2.50 per day of twelve hours or less, and overtime. Should a telegrapher be called from his regular duties to perform this service, he shall be allowed for this service only; time to be computed from the time he starts until he returns.

RULE 15. Telegraphers working extra will receive the same compensation as applies to the position they fill, except that regular relief telegraphers will receive a minimum salary of \$75.00 a month.

## SUMMARY OF WAGE SCHEDULE.

Rate per month.	Number of posi- tions.	Rate per month.	Number of posi- tions.	Rate per month.	Number of posi- tions.
<i>First trick.</i>		<i>Second trick.</i>		<i>Third trick.</i>	
\$85 00.....	5	\$80 00.....	1	\$70 00.....	8
80 00.....	10	75 00.....	2	67 50.....	2
77 50.....	3	70 00.....	5	65 00.....	6
75 00.....	16	68 00.....	1	63 00.....	1
72 50.....	10	67 50.....	1	62 50.....	6
70 00.....	31	65 00.....	12	60 00.....	49
67 50.....	20	62 50.....	11	57 50.....	18
67 00.....	1	60 00.....	43	55 00.....	33
65 00.....	81	57 50.....	27	52 50.....	2
62 50.....	40	55 00.....	47	31 25.....	1
61 50.....	1	52 50.....	5		
60 00.....	36	50 00.....	1		
57 50.....	13	42 00.....	1		
55 00.....	21	32 50.....	1		
52 50.....	1	28 75.....	1		
32 50.....	1				
31 25.....	1				

## TELEGRAPHERS, NEW YORK CENTRAL AND HUDSON RIVER RAILROAD

[Revised April 1, 1910.]

*The Order of Railroad Telegraphers, New York Central System Division No. 8.*

## LINE RULES.

1. Effective March 1, 1909, the following rules will govern the employment of all employees mentioned in the second paragraph.

2. Any employee required to perform the duties of a Telegrapher (whether termed Agent, Assistant Agent or Clerk) and Agents who are not required to telegraph, as shown in wage schedule, Signalmen, Levermen and Telephone Operators connected with the movement of trains, shall be governed by the provision of this schedule.

3. No employee covered by this schedule shall be suspended or discharged without just cause. In case any employee is suspended or discharged for reasons which he may consider unjust, he shall have the right to take the matter up with his immediate superior officer. Failing to adjust the matter he may call upon any other employee in good standing on the same division in any line of service covered by the second paragraph to represent him.

In case he is dissatisfied with the result of the investigation he shall have the right to appeal his case, in the regular order, to the highest operating official of the company. If upon investigation the employee is relieved of the charges against him, he shall receive full pay for the time lost.

All employees in their respective department are in line for promotion. Other things being equal, length of service will govern in selecting men for promotion, but the character of the service to be performed, efficiency and faithful discharge of duty will in every case be considered and the man, who, in the judgment of the employing officer, will render the most efficient service and insure the highest degree of safety will be promoted, regardless of the length of service. This rule will also apply in laying off and re-employing employees in case of fluctuating business.

5. When vacancies occur or new positions are created, except agencies paying more than \$75.00 per month, exclusive of all commissions, they will be advertised within ten days for a period of ten days and to be filled within thirty days thereafter.

A letter showing the list of bidders, dates they entered the service and to whom the position has been awarded, will be sent to each bidder and the Local Chairman within ten days after the position has been filled. All notices to state rate of pay and hours covering positions so advertised.

Any employee mentioned in the second paragraph will have the privilege of sending to his Superintendent a list of all other positions for which he desires to be considered an applicant.

When a position is created temporarily, if to be continued beyond a period of thirty days, it will be advertised. When such temporary position is discontinued the man displaced shall displace the youngest man holding regular position or to be placed on the extra list.

6. At stations or telegraph offices where the train service requires a man to remain on duty over twelve hours, he shall receive extra compensation pro rata of his regular pay (on twelve hour basis), but not less than fifteen cents per hour; except in cases where agents who are also express agents are particularly required to stay on account of express business, and excepting at stations where the twelve hour work is not continuous. At such points Superintendents will make special arrangements.

7. In considering extra compensation, thirty minutes or less will be given to the company, over thirty minutes and less than sixty minutes will be counted as one hour.

8. Employees covered by second paragraph called for and reporting for service, and not used, will be allowed one day's pay at the rate of two dollars per day.

9. In case a telegrapher is called by proper authority for extra duty after his day's or night's work is done, he will be allowed pay pro rata of his regular pay (on twelve hour basis) for the time so engaged, in no case, less than two hours, at the rate of fifteen cents per hour.

10. Employees mentioned in second paragraph regularly assigned to positions who are temporarily assigned to another position (not to exceed one month), which necessitates their going away from home, shall receive not less than the salary paid the regular relief man.

11. Employees on legal or other business for the company will be paid their regular salaries.

12. Employees mentioned in the second paragraph, except those who work nine consecutive hours or less, who have been in the service of the company one year or more, will be granted one week's leave of absence per year, without loss of pay; except where special arrangements are otherwise made.

13. Employees mentioned in second paragraph, relieved for vacation, shall receive the commissions of their offices while being relieved by relief agent.

14. Relief men are to be scheduled and each man to be relieved by them shall be furnished with a list showing the regular relief days. Choice of dates for vacation will be given according to seniority.

15. Employees mentioned in second paragraph will be granted leave of absence without written leave, but if over thirty days to have written leave from Division Superintendent; copy of which will be furnished Local Chairman on request. If over sixty days, excess to be deducted from seniority, if absent six months, vacancy to be advertised; but employee to retain seniority for six additional months. If absent more than one year employee to lose all rights. This not to apply in case of disability, sickness or while engaged on company business or committee work.

16. Employees mentioned in second paragraph who have been dismissed from the service of the company will forfeit their seniority unless reinstated within six months. Men leaving the service of the company of their own accord will forfeit their seniority.

17. When new positions are created, compensation and hours will be fixed in conformity with positions of the same class covered by this schedule.

18. When a reduction is made in the force of employees mentioned in the second paragraph (other things being equal), the younger man shall be displaced first; or, when an office is abolished, the man or men displaced shall have choice of positions to which their seniority entitles them, except they cannot displace anyone who has held his present position five years or more.

19. When eight or nine hour tricks are established the men employed in the block station or office at the time shall be given choice of tricks, the remaining tricks to be advertised, except that when a block station is installed the switchtenders displaced shall be given the preference of filling positions as levermen in such block stations, and if additional levermen are afterwards required at such block stations, and any of the switchtenders not provided for in the Signal Department at the time of the installation desire to take such positions they shall be given first consideration. The seniority of switch tenders in the Signal Department will date from the time they enter that Department.

20. A seniority list, consisting of all employees covered by the second paragraph of this schedule, will be issued by the company and each Local Chairman shall be furnished with a copy of this list; the same to be revised annually prior to December 1st.

21. When transferred by order of the company, free transportation for family and effects will be furnished, if lawful, and regular pay allowed while in transit in making such transfer.

22. Employees, as per second paragraph, will be allowed to attend their division meetings and will be furnished with transportation when the same can be done without cost or inconvenience to the company.

23. Employees mentioned in second paragraph will not be required to care for batteries where battery men or linemen are employed.

24. Signalmen at interlocking block stations will not be required to scrub floors, clean windows, interlocking machines or woodwork. (Lever handles and office desks excepted.)

25. Telegraphers or Signalmen will not be allowed to have students in their offices, block stations or cabins, nor shall telegraphers teach telegraphy on the company's premises without permission from the Division Superintendent.

26. Any employee considering that he has been discriminated against may take his case up in the manner outlined in the third paragraph.

Yours truly,

C. F. SMITH,

S. R. PAYNE,

A. R. WHALEY,

W. G. WOOLLEY,

*General Superintendents,*

*General Chairman Telegraphers' Committee.*

Approved: P. E. CROWLEY,

*Assistant General Manager.*

## GRAND CENTRAL TERMINAL RULES.

1. Effective May 15th, 1909, the following rules will govern the employment of all employees mentioned in the second paragraph.

2. Any employee required to perform the duties of a Telegrapher, Director, Signaller, Leverman, Clerks who are required to Telegraph and Telephone Operators connected with the movement of trains, shall be governed by the provisions of this schedule.

3. No employee covered by this schedule shall be suspended or discharged without just cause. In case any employee is suspended or discharged for reasons which he may consider unjust, he shall have the right to take the matter up with his immediate superior officer. Failing to adjust the matter he may call upon any employee in good standing on the same division in any line of service covered by the second paragraph to represent him. In case he is dissatisfied with the result of the investigation he shall have the right to appeal his case, in regular order, to the highest operating official of the company. If, upon investigation, the employee is relieved of the charges against him he shall receive full pay for the time lost.

4. All employees in their respective departments are in line for promotion. Other things being equal, length of service will govern in selecting men for promotion, but the character of the service to be performed, efficiency, and faithful discharge of duty will in every case be considered, and the man who, in the judgment of the employing officer, will render the most efficient service and insure the highest degree of safety, will be promoted regardless of length of service. This rule will also apply in laying off and re-employing employees in case of fluctuating business.

5. Service shall be divided into three distinct classes, namely: Directors, Signallers or Levermen and Telegraphers, and promotion shall be from Telegrapher to Leverman or Signaller, and appointments to Director from Signaller or Leverman. Unfilled vacancies in the Grand Central Terminal or Electric Division service will be advertised for bid and assignment made in accordance with paragraph No. 4. Men transferred under this rule for the good of the service, shall take their seniority with them in their grade of service, but when bidding for positions in the next higher grade of service, the date they were transferred into the Grand Central Terminal shall govern.

When vacancies occur or new positions are created, except in the train dispatcher's office, they will be advertised within ten days for a period of ten days, and be filled within fifteen days thereafter. A letter showing a list of bidders, dates they entered the service, and to whom the position has been awarded, will be sent to each bidder and the Local Chairman within ten days after the position has been filled. All notices to state rate of pay and hours covering positions so advertised. Any employee mentioned in the second paragraph will have the privilege of sending to his Superintendent a list of all other positions for which he desires to be considered an applicant. When a position is created temporarily, if to be continued beyond a period of thirty days, it will be advertised. When such temporary position is discontinued the man or men displaced shall displace the youngest man holding a regular position in same class of service or to be placed on the extra list. It is understood that vacancies for Director shall be open for bids from qualified Directors only. New Directors to be appointed.

6. Employees covered by second paragraph called for and reporting for service, and not used, will be allowed one day's pay at the rate of \$2.50 per day.

7. Employees on legal or other business for the company will be paid their regular salary.

8. Employees mentioned in second paragraph, who have been in the service of the company one year or more will be granted one week's leave of absence per year, without loss of pay.

9. Relief men are to be scheduled, and each man to be relieved by them shall be furnished with a list showing regular relief days. Choice of dates for vacations will be given according to seniority.

10. Employees mentioned in second paragraph will be granted leave of absence without written leave, but if over thirty days, to have written leave from Division Superintendent, copy of which will be furnished Local Chairman on request. If over sixty days, excess to be deducted from seniority, and if absent six months, vacancies to be advertised, but employees to retain seniority for six additional months. If absent for more than one year, employee to lose all rights, this not to apply in case of disability, sickness, or while engaged on company's business or committee work.

11. Employees dismissed from the service will lose all seniority rights. If reinstated within six months, to retain seniority rights. If re-employed they will re-enter the service as new men. Men leaving the service of their own accord will forfeit their seniority.

12. When new positions are created, compensations and hours will be fixed in conformity with positions of the same class covered by this schedule.

13. When a reduction is made in the force of employees mentioned in second paragraph (other things being equal), the younger man shall be displaced first; or, when an office is abolished, the man or men displaced shall have choice of positions to which their seniority entitles them, except they cannot displace anyone who has held his present position five years or more.

14. A seniority list, consisting of all employees covered by the second paragraph of this schedule, will be issued by the company, and each Local Chairman shall be furnished with a copy of this list. The same to be revised annually, prior to December 1st.

15. Employees mentioned in second paragraph will not be required to care for batteries, where batterymen or linemen are employed.

16. Signalmen at interlocking and block stations will not be required to scrub floors, clean windows, interlocking machines or woodwork (lever handles and office desks excepted).

17. Telegraphers or Signalmen will not be allowed to have students in their offices, block stations or cabins, nor shall Telegraphers teach telegraphy on the company's premises without permission from the Division Superintendent.

18. Any employee considering that he has been discriminated against may take his case up in the manner outlined in the third paragraph.

Yours truly,

A. R. WHALEY,

*Terminal Manager.*

W. G. WOOLLEY,

*General Chairman Telegraphers' Committee.*

New York City, N. Y., May 15.



## SUMMARY OF WAGE SCHEDULE.

Rate per month.	Number of Positions.	Rate per month.	Number of Positions.
\$140 00 . . . . .	1	\$63 50 . . . . .	2
123 00 . . . . .	2	63 00 . . . . .	4
120 00 . . . . .	1	62 50 . . . . .	248
115 00 . . . . .	1	62 00 . . . . .	1
110 00 . . . . .	1	60 00 . . . . .	469
107 00 . . . . .	1	58 50 . . . . .	4
105 00 . . . . .	3	58 00 . . . . .	4
100 00 . . . . .	11	57 50 . . . . .	268
96 00 . . . . .	1	56 00 . . . . .	16
95 00 . . . . .	6	55 00 . . . . .	238
93 00 . . . . .	2	53 00 . . . . .	3
92 50 . . . . .	2	52 50 . . . . .	181
90 00 . . . . .	6	50 00 . . . . .	174
87 50 . . . . .	4	47 50 . . . . .	111
85 00 . . . . .	35	45 00 . . . . .	61
83 33 . . . . .	2	42 50 . . . . .	8
82 50 . . . . .	17	40 00 . . . . .	12
80 00 . . . . .	45	37 50 . . . . .	2
77 50 . . . . .	6	35 00 . . . . .	6
75 00 . . . . .	46	33 00 . . . . .	2
72 50 . . . . .	33	32 50 . . . . .	2
70 00 . . . . .	94	31 25 . . . . .	3
68 00 . . . . .	1	30 00 . . . . .	4
67 50 . . . . .	97	28 75 . . . . .	1
66 00 . . . . .	4	27 50 . . . . .	9
65 00 . . . . .	175	25 00 . . . . .	2
64 00 . . . . .	3	20 00 . . . . .	1

## TELEGRAPHERS AND STATION EMPLOYEES, NEW YORK, ONTARIO &amp; WESTERN RY.

*Rules and regulations relative to station and telegraph service. Rules in effect August 1, 1910.*

It is the purpose of the following rules to institute a consistent system of promotion and to give preference to men of experience now in the service.

I. The following rules and rates of pay will govern the station, tower and telegraph service:

Seniority will be the rule for promotion in the station, tower and telegraph service when merited by faithful discharge of duty and when the employe has the experience and has shown the capacity for increased responsibility.

The same rule will apply when station force is reduced or transferred.

II. A Division record or lineal list of employes in the station, tower and telegraph service will be kept, which will be accessible during office hours to any employe whose name is on such list.

III. At stations where the Agent is not required to be an Operator, the selection of Agent may be governed by local conditions. Due consideration,

however, will be given to questions of seniority; other qualifications permitting, in filling any position.

IV. An Agent or Operator when employed or promoted will be required to pass an examination on the Book of Rules, Time Table, Special Rules, Station Accounts and Reports and on such other subjects as may be necessary to determine his qualifications for the position, and to have a certificate from one of the Company's Medical Examiners to the effect that he has no defects of hearing or eyesight, or other physical disability which will incapacitate him for such service.

V. The Superintendent will give seven days' notice of all vacancies in the positions of Agents, Operators or Towermen (including summer or season positions) to those employes of his Division who are eligible, and opportunity for them to make application for such positions before filling them permanently. Notice of vacancies will be given promptly after vacancies occur.

An employe declining promotion does not forfeit any rights of seniority.

VI. No employe will be suspended without cause or discharged without a hearing or investigation, which will be given promptly.

Employes, when discharged or suspended, will receive due notice to that effect within a reasonable time after investigation.

Employes, regularly relieved from duty by the Superintendent, will not be held responsible during their absence.

Any employe who may have been suspended and afterward found blameless, will receive full pay for time lost.

VII. Employes will be granted leave of absence on their request as soon as practicable whenever they wish to appeal to any Officer of the Company.

The right of appeal to any Officer is accorded to all employes.

Leave of absence will be limited to sixty days, except in case of sickness or other disability, but may be extended at the discretion of the Superintendent.

No leave of absence will be granted to enter the service of another Company.

Any employe who has been in the service three months, will, upon leaving, receive a service card, or letter, stating employment, time of service, and cause of leaving.

VIII. The minimum rate, except as specified in Rate Table, for Agents, Operators and Towermen, who are required to handle train orders, and who do not live in Company's apartments, have express or coal agency, or other compensation, will be fifty-five dollars (\$55) per month.

When new positions are created, notice will be given and the rates will conform to rates paid at similar positions in the service.

When eight-hour service is established at any point, the men holding the present positions will have preference, day man having first choice and night man second choice, the remaining position being filled as per Rule V.

IX. In the station and telegraph service, twelve consecutive hours or less, including meal hours will be a day's work.

At stations where there are two or more operators or other station employes, the hours for duty will be arranged so as not to require the services of any one of them more than twelve consecutive hours.

At stations where only one man is employed, the monthly rates have been made to cover the regular service as established by the train schedule which

the employe is required to attend, but when such train schedule extends over more than twelve hours, he will be allowed Twenty-five cents (25c) per hour thereafter whenever the last train at night which he is required to attend, is more than thirty minutes late.

X. Operators on duty at wrecks, washouts, snow blockades, or other emergency offices, will receive Two Dollars and Fifty Cents (\$2.50) per day of twelve hours or less.

Operators called by proper authority for extra duty at their stations after their day's or night's work is performed, will be allowed pro rata of regular pay and not less than one-half day for the time so engaged.

Operators required to work beyond their established hours will be allowed pro rata of their regular day, and not less than 25c per hour.

Time slips covering extra time or special service must be sent daily to the Superintendent for approval and check, and sent by him to the Time Clerk, and employes notified when such time is not allowed.

XI. Employees, when detailed for temporary work at other than their regular stations or positions will receive no less than their own regular rate of pay.

Employees attending court or other business of the Company, by order of the Superintendent, will be allowed their regular rate of pay and actual expenses.

XII. After one year's service, operators working twelve hours per day, seven days per week, will be granted one day off per full month's service, without loss of pay.

XIII. When a position is abolished the employe affected may displace only the youngest employe in service holding a permanent position.

The exchange of positions which may be permitted by the Superintendent, should be limited to a period of three months.

A Relief Agent and a Relief Operator will be provided on each Division.

Notice of these positions will be given as per Rule V, and will be assigned only to men capable of relieving at all stations, either as Agent or Operator, as may be required. When not assigned to other duties, they will perform such service as the Superintendent may direct. Under ordinary circumstances, they will be expected to retain the position at least one year.

XIV. It is the policy of the Company to furnish employment for disabled employes at such work as they may perform without danger to public safety or the Company's property.

The within rules and rates of pay of Agents and Operators, as shown in the column of rates, have been agreed upon by the Railway Company and a Committee of its employes. The rates will take effect on August 1st, 1910, and continue in force until October 1st, 1911, and thereafter until either party shall give to the other thirty days' notice of a desire to revise such rates.

E. CANFIELD,

*General Superintendent.*

G. COCHRAN,

*Chairman of Committee.*

July 1, 1903.

Revised August 1, 1905.

Revised August 1, 1907.

Revised August 1, 1910.

**TELEGRAPHERS, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.**

[Agreement of March 28, 1908, was printed in annual report for 1908, p. 272.]

*Rules and rates of pay for telegraphers on the New York, New Haven and Hartford Railroad on and after May 21, 1910.*

**AGREEMENT BETWEEN SAID COMPANY AND ALL THE TELEGRAPHERS EMPLOYED  
BY IT.**

1. All employees, except train dispatchers, assigned by proper authority to telegraph service of any character or duration, including tower directors and levermen, shall be governed by the provisions of this agreement.

Telephone operators, who handle train orders or block or report trains by telephone, will be considered Telegraphers within the meaning of this agreement.

Agents who are not required to telegraph as shown on the accompanying wage scale shall also be governed by the provisions of this agreement.

2. Employees as designated in Rule 1 shall not be disciplined without a hearing unless they waive it. If suspended pending investigation, it shall be held within seven days from date of suspension; when not found at fault as charged, they shall be allowed to resume their duties and be paid for the time lost. When investigation results unfavorably to an employee, he shall have the right, either in person, or through a committee of employees of the same class, to appeal to the higher officials of the Company in their respective order to the General Manager.

Results of investigations shall be furnished employees affected.

3. Employees as designated in Rule 1 are in line for positions, or for promotion, within the jurisdiction of their Division Superintendent. Seniority and ability to fill the position bid, or applied for, will determine the selection.

The Company, through the proper officials, will determine the fitness of the employee designated in Rule 1 to fill position bid, or applied, for; provided, that the senior applicant will be given a fair and impartial examination for the position bid, or applied, for, if any doubt exists as to his ability.

An employee designated in Rule 1, feeling himself aggrieved on account of the decision, will have the right of appeal, personally, or through a committee of the same class, to the higher officials in their regular order to the General Manager.

An appeal from any decision as to the discipline, pay, or application of any of the rules of this agreement must be made within thirty (30) days from the date of the decision. This rule to apply on each successive appeal from one officer to another in order as mentioned in Rule 2.

4. Applications from competent employees in telegraph service for positions in telegraph offices not under the jurisdiction of Division Superintendents will be given consideration in accordance with the second paragraph of Rule 3.

A telegraph operator who accepts a position in accordance with the first paragraph of this rule may, in case of the abolition of such position, return to the Division he was previously employed on.

The roster standing of a telegraph operator who returns to the Division

he was employed on, in accordance with the second paragraph of this rule, shall date from the time of acceptance of the position which was abolished.

5. When a vacancy occurs, or a new position is created, the Superintendent of the Division shall, within five days, notify all employees designated in Rule 1, on his Division, who may, within five days from date of notification file an application for the position. At the end of fifteen days from date of notification, the appointment and assignment shall be made.

When a man bids in a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

6. Superintendents shall, within five days, notify employees designated in Rule 1, of vacancies in station agencies, ticket agencies, and assistant agencies where telegraph service is not required and where salary does not exceed thirty dollars (\$30.00) per week. Employees designated in Rule 1 may make application for such positions, which applications shall be given consideration in accordance with second paragraph of Rule 3.

Employees designated in Rule 1 taking such positions shall not lose their roster standing privilege for bidding for other positions.

7. When an employee designated in Rule 1, holding a permanent position, is absent from duty on account of sickness, or other cause, expected to exceed ninety (90) days, the position shall be posted as a season position to cover the leave of absence, to all employees designated in Rule 1 on that Division, for five days. At the end of such period, an assignment will be made in accordance with Rule 3.

Should the employee under the above leave of absence eventually fail to return to the Company's service through death, resignation, or removal, the position held by him shall be again posted as a permanent position when the date of his retirement is determined.

Should the successful applicant for a season position be the holder of a permanent position, he must relinquish the latter in accepting the season position.

When a season position is discontinued the employee holding same will revert to the extra list in the service.

8. When a position is abolished the employee as designated in Rule 1, who is affected, may displace the youngest employee as designated in Rule 1, holding a regular position, or revert to the extra list, retaining his seniority in either case.

9. When the train or telegraph service requires the attention of an employee as designated in Rule 1, beyond twelve consecutive hours, overtime shall be granted according to the first paragraph of Rule 10 of this agreement.

The time consumed in the handling of baggage and other work incidental to the proper attendance on the last train and closing of stations to be included in computing overtime.

10. Overtime shall be paid after thirty minutes beyond hour for relief and until relieved for rest.

Overtime rates shall be paid on basis of one-tenth of day's pay per hour.

Employees designated in Rule 1, whose hours are less than twelve, shall be paid pro rata for overtime; provided that, when required to cover a position paying a higher rate than their own, they shall be paid the rate of pay per hour of said position.

Employees designated in Rule 1 (except those employed in signal towers) whose hours of duty are twelve, shall be allowed one hour for meals, on request, between 11 A. M. and 1 P. M., and 1 P. M. and 1 A. M. If required to work any portion of their meal hour, they shall receive one hour's extra compensation at the regular overtime rate.

Employees designated in Rule 1, summoned by proper authority for any service after having been excused by the train dispatcher, or after leaving the office for the day, shall be paid fifty cents (50c) for the first hour or fraction thereof, and regular overtime rate thereafter.

11. Employees designated in Rule 1, who hold regular eight hour positions, shall not be required to cover a twelve hour position when the service can otherwise be maintained. If required to cover such positions, they shall receive the same rate of pay per hour which they would have received had they worked their regular positions; provided, that in no case shall an employee, designated in Rule 1, be paid a lower rate of pay than that of his regular position.

12. Nine (9) consecutive hours will constitute a day's work for operators in Superintendents' offices.

13. Employees designated in Rule 1, holding regular positions, shall, when required to do relief or emergency work in other than their regular positions, be paid at the rate of regular position for the time consumed in going from home station to point where service is to be performed, and when relieved from such work, will be paid in same manner for returning to home station.

While engaged in such relief or emergency work will be paid whichever rate is the highest, that of his regular position or that of the position which he is sent to fill.

While away from home will be allowed legitimate expenses and if, at the end of the period during which relief or emergency work is performed, total earnings of the employee, exclusive of the time consumed in traveling, are less than what would have been had he remained in his regular position, the difference will be allowed him. Minimum traveling allowance one hour in each direction.

14. Employees designated in Rule 1, who are required by the Company to accept a position, shall be allowed the regular rate of pay while qualifying for such position, the Superintendent to be the judge of the length of time required to qualify.

15. A seniority list, consisting of all employees designated in Rule 1 of this agreement, shall be issued by the Company and each local chairman shall be furnished with a copy for his division; this roster shall be revised annually prior to January 1st.

16. A letter of notification shall be sent to the successful bidder for a position and a copy of this communication will be sent to the local chairman of the division.

17. When new positions are created, compensation and hours shall be fixed in conformity with positions of the same class covered by this agreement.

18. Twelve hour towermen who have been in that service continually for one year or more shall be given two weeks off each year without loss of pay.

19. Employees designated in Rule 1, located at stations, shall be excused from duty on Sundays whenever practicable, without loss of pay.

Remuneration for Sunday work will be allowed, one-fourth of a day for reporting once, one-half day for reporting twice and one day for a total of over five hours' service. This will not affect men now receiving one day's pay for Sunday work.

20. Employees designated in Rule 1, summoned as witnesses for the Company in the courts or in similar service, shall receive their stated rate of wages while in attendance, and their necessary traveling expenses. When summoned by the Company to attend investigations, unless found subject to discipline, they shall be paid their stated rate of wages for the time consumed, but no traveling expenses.

21. Employees designated in Rule 1, when moving to another point on the system to cover a different position, shall be furnished free transportation for themselves, dependent members of their family, and their household effects; except where they move at their own request.

22. Employees covered by this agreement will be granted term passes.

Employees designated in Rule 1, performing service for more than one Division or in office not assigned to a division, will be granted passes over the same territory as an employe employed on any one division.

23. Leave of absence for longer than thirty (30) days shall not be granted except in special cases, and then only with the approval of the Superintendent.

24. Employees designated in Rule 1, located in interlocking towers, shall not be required to scrub floors, clean windows, interlocking machines, or wood work (lever handles and office desks excepted).

25. Employees designated in Rule 1, located in stations, shall not be required to scrub floors, clean windows, or wood work, where it is practicable for the Company to arrange for others to do this work.

26. Agents covered by this agreement and operators employed at stations, who are required to care for switch and signal lights, shall care for two such lights without extra compensation. If more than two such lights are cared for they will be paid fifteen (15) cents per week for each additional light cared for. This does not include train order signal lights. If any lights are extinguished, employees designated in this rule will relight them without extra compensation.

The Company shall not extend the practice of requiring the employees mentioned in Rule 1 to care for switch and signal lights, except in the station service and in the case of new positions where the duties are similar to positions where this service is performed at present.

27. When station accounts are being transferred from one employe to another, each employe shall be paid at the regular daily rate for that station for the time required to make the transfer; but in no case for less time than one day.

28. These rules and rates of pay shall be printed by the Company in book form and copies shall be furnished to all employees designated in Rule 1.

29. The provisions of this agreement and the specifications of this wage schedule shall not be changed to cause an increase of hours of service, or a decrease in wages, except as provided for in Rule 30 of this agreement; provided, where two or three employes as designated in Rule 1 are required to cover the service consecutively, a material change in conditions would warrant the abolition of one or two of said positions, the Company may rearrange the hours of service and compensation of the remaining position or positions in conformity with positions of the same class, covered by this agreement, the local chairman to be notified of all changes.

Note: (This rule to apply as per following example, but will not be construed to mean any reduction in wages.)

(Example)—At "A" three men are employed at stated rates on eight-hour basis. At "B" one man is employed at stated rate twelve hours, both considered in the same class. The twenty-four hour service at "A" is reduced to twelve hours service and two men are dispensed with, and "A" is placed on a twelve-hour basis with the same rate of compensation as "B."

30. This agreement will take effect May 21, 1910, and will be carried out in good faith by all parties interested, and will continue in force until thirty (30) days' notice in writing has been given by either party to the other, requesting a change in same.

For the Company:

B. R. POLLOCK,

*General Superintendent.*

For all the Telegraphers employed by the N. Y.,  
N. H. & H. R. R. Co.:

E. J. MANION,

*General Chairman.*

### SUMMARY OF WAGE SCHEDULE.

#### (SHORE LINE DIVISION.)

Rate per week.	Hours per day.	Number of positions.	Rate per week.	Hours per day.	Number of positions.
\$21 00 . . . . .	8	1	\$16 75 . . . . .	8	2
20 00 . . . . .	12	1	16 50 . . . . .	12	4
19 80 . . . . .	8	5	16 50 . . . . .	8	10
19 75 . . . . .	8	7	16 00 . . . . .	12	1
19 25 . . . . .	12	1	16 00 . . . . .	10	1
18 95 . . . . .	8	14	15 75 . . . . .	12	1
18 00 . . . . .	12	1	15 40 . . . . .	12	1
17 80 . . . . .	8	1	15 00 . . . . .	12	1
17 50 . . . . .	8	1	14 50 . . . . .	12	4
17 40 . . . . .	8	15	14 25 . . . . .	12	1
17 25 . . . . .	8	5	14 00 . . . . .	12	4
16 90 . . . . .	8	2	12 25 . . . . .	12	1
16 80 . . . . .	9	1			



## SUMMARY OF WAGE SCHEDULE.

Rate per month.	Number of positions.	Rate per month.	Number of positions.
\$100 00 . . . . .	4	\$58 00 . . . . .	58
95 00 . . . . .	4	55 00 . . . . .	58
90 00 . . . . .	2	53 00 . . . . .	6
85 00 . . . . .	4	50 00 . . . . .	20
80 00 . . . . .	3	45 00 . . . . .	14
75 00 . . . . .	4	40 00 . . . . .	1
70 00 . . . . .	16	37 50 . . . . .	1
68 00 . . . . .	3	35 00 . . . . .	1
65 00 . . . . .	17	30 00 . . . . .	1
63 00 . . . . .	3	27 50 . . . . .	1
60 00 . . . . .	49		

## TRACK FOREMEN AND LABORERS, DELAWARE &amp; HUDSON RAILROAD.

[Terminating strike of July 2-Aug. 13, 1910.]

August 17, 1910.

*To The Delaware & Hudson Railroad Company and Committee of Track Foremen and Laborers:*

GENTLEMEN: The Bureau of Mediation and Arbitration took up the matter of the controversy between the Delaware and Hudson Railroad Company and their striking trackmen. A conference was arranged and held on Friday, Aug. 12th, at the office of George H. Burgess, Chief Engineer of the D. & H. Co. Those present representing the trackmen were: George Smith, B. Altier, A. Blanchard, James Brown, Fred Harris, C. A. Koch, Dan Farone. The Company was represented by Chief Engineer George H. Burgess; John A. McGrew, Inspector of Maintenance; P. J. Downey, representing the Bureau of Mediation and Arbitration. The following wage scale and working conditions were agreed upon:

*First-Class Yards — \$75.00.*

Albany . . . . .	Susq. Div.
Oneonta . . . . .	Susq. Div.
Schenectady . . . . .	Susq. Div.
Carbondale. . . . .	Penn. Div.
Albany . . . . .	Sara. Div.
Green Island . . . . .	Sara. Div.
Mechanicville . . . . .	Sara. Div.
Saratoga . . . . .	Sara. Div.

*Road Sections.**Main Line: F.*

Penn. Div. (O'dale to Plymouth) . . . . .	\$65.00
Nineveh Branch. . . . .	60.00
Susq. Div. (Bing'n to Albany) . . . . .	60.00
Susq. Div. (Delanson to Mechanicville . . . . .	60.00
Sara. Div. (Albany to Whitehall) . . . . .	60.00
Champ. Div. (Whitehall to Rouses Point) . . . . .	57.50

*Second-Class Yards — \$67.50.*

Dehanson . . . . .	Susq. Div.
Binghamton . . . . .	Susq. Div.
Plymouth District . . . . .	Penn. Div.
Wilkes-Barre . . . . .	Penn. Div.
Hudson . . . . .	Penn. Div.
Whitehall . . . . .	Sara. Div.

*Road Sections. (Branches)**Branches:*

All Branches (except Ballston

Br.) . . . . . \$57.50

*Third-Class Yards — \$62.50.*

Albany, Church St . . . . .	Susq. Div.
Cobleskill . . . . .	Susq. Div.
Sidney . . . . .	Susq. Div.
Honesdale . . . . .	Penn. Div.
So. Glens Falls . . . . .	Sara. Div.
Hudson Falls . . . . .	Sara. Div.
Glens Falls . . . . .	Sara. Div.
Fort Edward . . . . .	Sara. Div.
Ticonderoga Branch . . . . .	Champ. Div.
Port Henry . . . . .	Champ. Div.
Port Kent . . . . .	Champ. Div.
Plattsburg . . . . .	Champ. Div.

*Extra Gang Foremen:*

Extra Gang Foremen, permanent,

Maximum . . . . . \$3.00 per day.

*Laborers.*

All day labor is to receive fifteen (15) cents per hour for actual hours worked and one man on each section and certain men on extra gangs, the number to be determined later, to receive one (1) cent per hour additional. Ten (10) hours to constitute a day's work, except during December, January and February, when the men will be guaranteed a minimum of nine and one-half (9½) hours, if actually worked.

*Jefferson Division.*

The D. & H. Company is controlled as to rates paid on the Jefferson Division by the Erie Railroad's scale of wages. Authorization has been received from the Erie to pay foreman five (\$5.00) dollars per month increase over previous rate and the laborers are to receive fifteen (15) cents per hour, an increase of one (1) cent per hour. General conditions governing labor are controlled by The D. & H. Co. and of course the general conditions will be the same as arranged for with the Committee. General conditions as regards one man on section to receive one (1) cent per hour additional and the guarantee as to nine and one-half (9½) hours work during the winter time will apply to the Jefferson Division.

No extra work except in cases of necessity or emergency, or where the foremen believe it is necessary. There will be no docking of time except in cases of wilful neglect; foremen will be allowed to attend to emergency business, sickness, or any cases of death in his family without loss in wages.

2. In cases where section foremen are taken to do extra gang work and should be continued in such work for over a couple of days, they will receive the rate given extra gang foremen in that vicinity.

3. There will be no discrimination against any man for his membership in any trade union.

4. Mr. Burgess will meet and treat with any committee representing his employees to adjust any grievances, or individuals who may have a grievance.

5. There shall be no discrimination by him or any of his subordinates against any of the men who went on strike, nor shall he allow the men to discriminate against those who remain at work.

6. Men not arrested for destruction of railroad property shall be reinstated in their old positions, or the next best position in the gift of the company.

7. There will be no change in the rates of wages of common labor below 15 cents an hour before January 1st, 1911.

8. There will be no reduction in the rates submitted for section foreman for at least six months.

#### **TUGMEN, GREAT LAKES.**

##### **AGREEMENTS.**

THIS AGREEMENT, made and entered into at Cleveland, O., this 8th day of March, 1910, by and between the Licensed Tugmen's Protective Association and the Tug, Firemen and Linemen's Protective Association,, both of the International Longshoremen's Association, parties of the first part, and the Great Lakes Towing Company, owning and operating tugs, party of the second part.

##### **WITNESSETH:**

Under the following terms and conditions, the parties of the first part agree to furnish, with reasonable promptness, to party of the second part, on application, such licensed men, and firemen and linemen, as they may require to perform the work on all tugs owned, operated and controlled by the party of the second part; and second party further agrees, to employ only members of the first parties for such service, except as hereinafter provided.

##### **REFERRING TO LICENSED MEN ONLY.**

1. It is understood and agreed that all licensed men employed under this agreement, will, while on duty, be under the direction and control of second party, its managers or agents, and shall carry out their orders.

2. All Licensed Men furnished under this agreement by the parties of the first part must be competent, and must be accepted by the second party, its managers or agents, unless for good and sufficient reasons, and the second party may appoint and employ any Licensed member in good standing, of the parties of the first part, under the terms provided in this contract.

3. It shall be the duty of the Masters and Engineers to secure competent Firemen and Linemen, and require of them a faithful performance of their respective duties. In the event that the men usually employed as Firemen and Linemen are not available or refuse to serve, first parties pledge themselves to endeavor or to secure others to serve, and to use the influence of its organization and do everything in its power to keep the tugs of second party in continuous operation.

When a single crew is employed, the Master of tug to appoint a Lineman, and the Engineer a Fireman. When a double crew is employed, the Engineer to appoint the Second Engineer and one Firemen, and the Master all of the others.

4. It is understood and agreed, that when a single crew has been on duty over ten (10) hours after their regular night off, that they cannot go over twenty-five (25) miles and return without an additional Fireman, and not thirty-five (35) miles and return at any time except when transferring tug from port to port.

REFERRING TO FIREMEN AND LINEMEN ONLY.

5. It is understood and agreed, that all Firemen and Linemen employed under this agreement will, while on duty, be under the direction and control of their superior officers on board tugs, and they shall at all times faithfully carry out their orders.

6. All Firemen and Linemen employed under this agreement must give their superior officers twenty-four (24) hours' notice before quitting the tug on which they are employed, and if they should quit without giving such notice, one day's pay shall be deducted from their wages.

7. In case any Fireman or Lineman quits, and leaves a tug shorthanded, the remaining Fireman or Lineman shall do the work to the best of his ability to prevent stopping the tug's working until a Fireman or Lineman is secured.

8. It is understood and agreed that when a single crew has been on duty over ten (10) hours after their regular night off, that they cannot go over twenty-five (25) miles and return without an additional Fireman, and not over thirty-five (35) miles and return at any time, except when transferring tug from port to port.

GENERAL CONDITIONS FOR ALL MEN.

9. All men may be changed from one tug to another when tug on which they are usually employed is disabled or out of commission.

10. It is further understood and agreed that men may be laid off whenever their services are not required on account of the tug on which they are employed being taken out of commission, but under no consideration will any member of the parties of the first part be discriminated against.

11. When parties of the first part fail to furnish with reasonable promptness competent and satisfactory men, as provided for in Article No. 2, second party may employ other men, not members of the Association of parties of the first part; such men not to be hired for more than one round trip at a time, or more than five continuous days on harbor work.

12. First parties further agree that no contract under which less wages are to be paid, or more favorable terms given, shall be entered into between it and any other Company, Association or Owner operating vessel towing tugs. Nor will they permit their members to work for others engaged in the same business as second party at any less wages or more favorable conditions. The parties of the first part pledge themselves that their members will carefully respect and carry out this provision, except in ports where second party is not engaged in the tug business.

13. Members of parties of the first part to be employed to fit out and lay up tugs, except when tugs are fitted out or laid up at ports where Company has shops. Shop work and repairs to machinery not to be considered fitting out.

14. Any member of the parties of the first part who voluntarily violates

this contract, causing the party of the second part financial loss, shall be fined by his organization and not offered for service for thirty (30) days; and it is further understood that all organizations that are a party to this agreement will co-operate and assist in the enforcement of this article.

15. In the event of any controversy arising between the Local Organization and the Great Lakes Towing Company, or in the event of the men having a grievance, they shall continue to work, and any and all such grievances to be settled by the Local Manager and the Licensed Men if possible; if they cannot be settled by them, they will be submitted to the President of the Great Lakes Towing Company and the Grand President of the L. T. P. A., and if they cannot agree, they two to select a third man, said three to constitute a Board of Arbitration. The finding of the majority of said board shall be binding and final. All matters in dispute must be submitted in writing, but in no case will the men discontinue work. Arbitration Board to meet within five days after matter in dispute has been submitted to them. Any expenses incurred on account of third arbitrator or stenographic work shall be borne by the party whom decision is rendered against.

16. All wages to be paid twice a month and thirty (30) days to constitute a month.

17. It is understood and agreed, that board shall be furnished by second party to all men employed under this agreement during the season of navigation only, men to be allowed seventy-five (75) cents per day for board, and not over one hour's time for each meal, except when fed aboard tug. In case such an agreement is made and by reason of tug on which such men are employed going away from its home port for a period of more than twenty-four (24) hours, then second party shall provide board for such men in lieu of the seventy-five cents per day.

18. Full day shall be allowed men whose services are dispensed with during the day, and nothing allowed for fraction of day when men quit during the day. Days for men employed regularly to be figured from six (6) P. M. to 6 P. M., but where extra men are employed, a day to consist of twenty-four (24) hours, figuring from the day they go aboard, with no pay less than for one day's services.

19. The meaning of "Season of Navigation" as herein referred to, is from April 1st to December 31st, inclusive.

Board not to be furnished by second party between April 1st and 15th, inclusive, except where men are required to work more than ten (10) hours per day. The meaning of "Winter Navigation" is the period of time between January 1st and March 31st, inclusive.

20. All men employed under this agreement at ports where there are three or more tugs carrying single crews, except at the ports of Chicago, Cleveland, Buffalo, Duluth and Ashtabula, shall have every third night and every third Sunday off duty at full pay, nights off to consist of thirteen (13) consecutive hours, to begin at 6 P. M.; Sundays off to consist of twenty-four (24) hours, beginning Sunday at 7 a. m.

At ports where there are less than three tugs, men shall have ten nights of thirteen (13) consecutive hours off each thirty (30) days, and twenty-four (24) consecutive hours each third Sunday, at such time as will least interfere with the service required of the tug. The time of going off may be fixed by the second party, its Managers or Agents.

At the ports of Chicago, Cleveland, Buffalo, Duluth and Ashtabula, all men employed under this agreement shall have every other night of thirteen (13) and ten (10) hours respectively, beginning not earlier than four P. M. nor later than six P. M., when thirteen (13) hours off, and not later than nine P. M. when ten (10) hours off. And every other Sunday of twenty-four (24) hours and twenty (20) hours respectively, seven A. M. Sunday to seven A. M. Monday when twenty-four (24) hours, and eleven A. M. Sunday to seven A. M. Monday when twenty (20) hours off; but not more than fifty (50) per cent of tugs at any one port off at any one time.

Decoration Day, Fourth of July, Labor Day and Thanksgiving Day shall be considered legal holidays, and the time off for the men shall be the same as heretofore at each port. Prior to the holiday, the Local Manager and the men shall agree as to the division between the crews.

The Local Manager and the men employed at any port may vary or change the time off by mutual consent, provided number of hours off in total shall not be less than provided in this contract.

21. It is understood and agreed that permanent double crews shall have every fifth night, to consist of thirteen (13) hours, or the equivalent, off duty at full pay. Time off to begin at such time as will least interfere with the services required of the tug; the time to be fixed by the Local Manager.

And it is further agreed, that the time allowed for boiler cleaning for tugs carrying permanent double crews shall consist of thirty-six (36) hours once in each thirty (30) days. One of these thirteen (13) hours shall be included in the thirty-six (36) hours. When tug leaves home port to make a trip on her night off, the crew shall be paid an extra day's pay in lieu of time off, and on return to home port will take the regular turn of nights off.

22. In case second party desires to send a regular single crew tug away from her home port on a night or Sunday that the crew are entitled to time off, they may do so by allowing the regular crew an extra day's pay in lieu of their night or Sunday off, and on return to home port will take regular turn of nights off.

23. It is understood and agreed that second party reserves to itself the right to say when tugs shall go into commission, be taken out of commission, be put in for repairs, or boiler cleaning, to transfer its tugs from port to port, and otherwise directing and controlling the operation of its tugs. And it is further understood and agreed, that each boiler will be cleaned at least as often as once in every thirty (30) days while in commission; boiler cleaning time for single crew tugs to consist of twenty-five (25) hours beginning at five P. M.

24. It is distinctly understood and agreed, that there will be no beer or other intoxicating liquors brought aboard the tugs, or on the property of second party.

25. (Supplementary understanding to Article Ten.) In the event of a regular crew being laid up at any port after being in commission, and the Local Manager and all the men interested by mutual consent agree to alternate, so that those who have been forced into idleness on account of the tug on which they were employed being laid up, they may do so, but in no case can this arrangement be put into effect except by unanimous consent, nor will this supplementary understanding in any way interfere with the

letter or spirit of the contract now in existence between the Great Lakes Towing Company and the parties of the first part.

26. This agreement to take effect May 1st, 1910, and remain in full force and effect until May 1st, 1912.

27. It is understood and agreed that a date not later than March 1st, 1912, is agreed upon between the parties hereto to meet at some place to be mutually agreed upon, to arrange a wage scale and other conditions, for the employment of members of the parties of the first part, for the manning of all of the second party's tugs, to take effect from the date of the expiration of this agreement.

#### WAGE SCALE FOR LICENSED MEN, APRIL 1ST TO JANUARY.

28. The wages to be paid Licensed Men under this agreement from April 1st to January 1st, during the years 1910 and 1911, shall be at the following rate per month for such time as the men are employed:

##### *Chicago.*

Captains . . . . .	\$161.29
Mates, permanent . . . . .	86.29
First Engineers . . . . .	116.29
Second Engineers, permanent . . . . .	86.29

##### *South Chicago.*

Captains . . . . .	\$141.29
Mates, permanent . . . . .	86.29
First Engineers . . . . .	116.29
Second Engineers, permanent . . . . .	86.29

##### *Duluth, Ashland and Marquette.*

Captains . . . . .	\$136.29
Mates, permanent . . . . .	86.29
First Engineers . . . . .	116.29
Second Engineers, permanent . . . . .	86.29

##### *All Other Ports.*

Captains . . . . .	\$131.29
Mates, permanent . . . . .	86.29
First Engineers . . . . .	116.29
Second Engineers, permanent . . . . .	86.29

Extra Captains and Engineers to be paid at the same rate of wages, regular Captains and Engineers for the first fifteen (15) days or less; if they should quit before expiration of trip, and they shall receive pay at rate of permanent Mates and Second Engineers.

#### WAGES SCALE FOR LICENSED MEN, JANUARY 1ST TO APRIL 1ST.

29. Winter wages from January 1st until April 1st, in each of the years 1911 and 1912, inclusive, to be three dollars (\$3.00) per day for Captains and Engineers for ten (10) hours or less. Overtime to be paid at the rate of fifty cents per hour, but not to exceed summer wages.

30. The wages to be paid Firemen and Linemen under this agreement,

from April 1st to January 1st, during each of the years 1910 and 1911, shall be at the following rate per month, for such time as the men are employed:

Ashtabula, Ohio; Buffalo, N. Y.; Cleveland, Ohio; Chicago, Ill.; Duluth, Minn.; South Chicago, Ill., each sixty (\$60.00) dollars. All other ports fifty-five (\$55.00) dollars.

Winter wages for all ports, from January 1st to April 1st, in each of the years 1911 and 1912, inclusive, to be two (\$2.00) dollars per day for ten (10) hours or less, but if they work over ten (10) hours per day, board shall be allowed.

31. In the event of the enactment of a law, or a ruling by any Government department or official, that will in any way interfere with the letter or spirit of this agreement, that a conference be called by the representatives of both sides, for the purpose of reconstructing the clause or clauses that may be affected by the enforcement of the above enactment or law.

In the event such conference becomes necessary, and the parties hereto are unable to agree upon the changes or reconstruction of the clauses affected, the matter in dispute shall be submitted to arbitration as provided in Article No. 15, each party paying one-half of the expenses incurred for third arbitrator and stenographer.

32. In case crews are employed for night service only, they shall be paid at the same rate of wages as provided for other men, including board. If however, crews are employed for night service only, second part is at liberty to send them away from home, or to make any tows, provided they do not have to be in continuous service over thirteen (13) hours, any restrictions in the regular contract for regular single crew tugs to the contrary notwithstanding.

IN WITNESS WHEREOF, the parties hereto, by their respective representatives duly authorized, have hereto affixed their names this eighth day March, 1910.

Licensed Tugmen's Protective Association of the International Longshoreman's Association.

H. H. VROMAN,

*Grand Secretary.*

JOSEPH M. GREEN,

THOMAS LALLY,

J. C. RYAN,

JOHN G. BEYERS.

MARTIN COLE,

*Grand President.*

M. H. GRIEBLING.

CHARLES GREEN.

STEWART TEN EYCK.

For I. L. A.

T. V. O'CONNOR.

Tug Firemen and Linemen's Protective Association of the International Longshoremen's Association.

CHAS. MCCARTHY,

*Grand President.*

JOHN J. SWEENEY.

JAMES O' MALLEY.

ARTHUR F. RILEY.

DOMINICK QUINN.

ED. SMITH.

JAMES ELSWORTH.

The Great Lakes Towing Co.

EDWARD SMITH,

*President.*

M. H. WARDWELL,

*Secretary.*



## SUPPLEMENTARY AGREEMENT.

This Supplementary Agreement made and entered into this eighth day of March, 1910, by and between the Licensed Tugmen's Protective Association and the Tug Firemen and Linemen's Protective Association, affiliated with the I. L. A., as parties of the first part, and the Great Lakes Towing Company, as party of the second part.

## WITNESSETH:

First. It is understool and agreed that the party of the second part reserves the right to hire such men as they may elect to man the wrecking steamer Favorite and the Canadian tug W. A. Rooth, regardless of whether or not they are members of the parties of the first part's organization.

Second. It is further agreed that the two tugs that are to be stationed in the Detroit and St. Clair Rivers and vicinity, shall be manned by members of the party of the first part, and exempt from the terms of said contract and any working rules in existence, or that may hereafter be adopted.

Third. The second party may make such arrangements with the men to be employed on the two above named tugs as may be agreeable to the men employed and the Great Lakes Towing Company, and that neither the Officers or the members of the Organization of the parties of the first part will in any way interfere with the faithful carrying out of this Supplementary Agreement.

Licensed Tugmen's Protective Association,

MARTIN COLE,  
*Grand President.*

H. H. VROMAN,  
*Grand Secretary.*

Tugmen and Linemen's Association.

CHAS. MCCARTHY,  
*Grand President.*

The Great Lakes Towing Co.,

EDWARD SMITH,  
*President.*

## SUPPLEMENTARY AGREEMENT.

This agreement, supplemental to agreement made between the L. T. P. A.'s and the Tug. Firemen and Linemen, affiliated with the I. L. A. and the Great Lakes Towing Co., March 8, 1910.

## RELATING TO THE PORT OF CHICAGO ONLY.

First. Wages for Captains and Engineers on all tugs engaged in crib work for winter season to be three (\$3.00) dollars per day and board. No overtime.

Second. Wages for Firemen and Linemen to be two (\$2.00) dollars per day and board. No overtime.

Licensed Tugmen's Protective Association,

By MARTIN COLE,  
*Grand President.*

Tug Firemen and Linemen's Protective Assn.,

By CHAS. MCCARTHY,  
*Grand President.*

The Great Lakes Towing Company.

By EDWARD SMITH,  
*President.*

This agreement, made and entered into at Detroit, Mich., on the eighteenth day of February, 1910, by and between the Dredge Owners Protective Association of The Great Lakes, as party of the first part, and the Licensed Tugmen's Protective Association, affiliated with the International Longshoremen's Association, as party of the second part.

WITNESSETH:

Under the following terms and conditions, the party of the second part agrees to furnish the party of the first part competent and experienced men at all times. Failing to do so, the party of the first part may employ another man, or men, for fifteen (15) days to fill the place, and if the man or men are satisfactory to the party of the first part they shall have said fifteen (15) days wherein to join their respective local of the party of the second part, if satisfactory to both parties.

1. It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the party of the first part, or his representatives, in charge of the various tugs, dredges and rock drills, and that the scowmen be under the control of the Captain of the tugs from the time the scow leaves the dredge until scow returns again.

2. There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against any member of the party of the first part: where either party thinks there is a discrimination it shall be settled by arbitration.

3. All complaints, grievances, or questions in dispute, arising under this agreement that cannot be adjusted by the parties hereto shall be submitted to arbitration, as is hereafter provided for the arbitration of disputes, grievances and controversies.

4. If a member of a party of the second part has been discharged, and believes that such discharge is unjust, he may ask for arbitration through his Grand Lodge. Said Arbitration Board to meet within ten (10) days, after having the matter in dispute submitted to them.

5. In the event of the men being discharged or quitting work, the Company may employ a member temporarily to fill such a vacancy for a period not to exceed thirty (30) days: if, however, he is continued in the Company's employ longer than thirty (30) days, he cannot be laid off or discharged without just cause.

6. In the event of a controversy arising between the parties hereto, or in the event of the men having a grievance, they shall continue to work, and all such controversies and grievances will be settled, if possible, by the representatives of the men and the representative of the employer. If such controversy or grievance cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer shall agree. If the representative of the men and the representative of the employer cannot agree, then the matter shall be submitted to the representative of the General Organization, of which he is a member, and the General Manager, or his representative, of the Dredge Owners Protective Association of the Great Lakes, and, if they cannot agree, then they shall choose a third disinterested man, and the said three

shall constitute a Board of Arbitration, and the decision of the majority thereof shall be final and binding, and all parties hereto shall abide thereby. It is expressly understood and agreed that said Arbitration Board shall meet within ten (10) days after the occurrence of the difference requiring arbitration, has been submitted to them.

7. It is distinctly understood and agreed that no beer or other intoxicating liquors shall be permitted to be brought on the property of any member of the Dredge Owners Protective Association of the Great Lakes. For a violation of the cause the guilty party or parties may be suspended or discharged.

8. When any man or men cause a wilful loss to party of the first part, said man or men shall pay the party of the first part the amount of such loss. If said man or men refuse to pay such loss, they shall be expelled from the Organization to which they belong, and remain expelled until such loss is paid by them: said loss to be determined by the Arbitration Board, as provided for in the case of controversies and grievances.

9. It is further understood and agreed that the parties hereto agree to meet in Detroit on the second Monday in February, 1911.

#### AGREEMENT.

This agreement to go into effect April 1, 1910, and remain in full force and effect until March 31, 1911.

This contract is to cover all boats owned, controlled or operated by members of the party of the first part.

ARTICLE 1. The parties hereto agree that on and after the signing of this agreement thirty (30) days will constitute a full month's work.

ART. 2. Wages to be paid under this agreement from April 1, to Dec. 31st, for such time as the men are employed shall be as hereinafter provided for.

ART. 3. It shall be the duty of the Masters to see that competent firemen and linemen are secured, in the event that members of the Firemen and Linemen's Organization are not available, or will not work they (Masters) shall see that such other men are employed as they can obtain or may be furnished them, so as to keep the tugs in continuous operation, and in the event that said firemen and linemen are not obtained within twenty-four (24) consecutive hours, the wages of the master and engineer shall forthwith cease, until the operation of the tug is resumed.

ART. 4. Tugs will not be sent to another port with a single crew unless the trip can be made within the time limit or before the expiration of the regular workday.

ART. 5. Where a single crew is working on a tug engaged all week waiting on a dredge, said crew shall not leave for another port on Sunday unless lay-off time is allowed on tug's return. If, however, it is that tug's turn to work that Sunday they shall do so without extra compensation or lay off time.

ART. 6. Crews of tugs to work their respective turns on Sunday, however, when a crew's turn comes and there is no work to perform that crew will work the next Sunday following so that no crew will be obliged to work the second Sunday. The crew of any tug may be required to work every third Sunday but no oftener.

In case there is but one tug at any one port same tug crew will not be obliged to operate tug oftener than every third Sunday.

This does not include tugs regularly employed in doing lake work.

No tug to start before 7 A. M., or work after 5 P. M. on Sunday.

ART. 7. Where extra crews are temporarily employed for fifteen (15) days or less they shall receive full rate of wages after fifteen (15) days they shall receive rates of second engineer's wages.

If they should voluntarily leave the employ within fifteen (15) days, or within five (5) days after the fifteen (15) days they shall receive mate's or second engineer's wages for all the time employed.

ART. 8. Tugs carrying mates and second engineers can be operated twenty-four (24) hours a day.

ART. 9. It is understood and agreed that the Captain and Engineer shall be allowed a reasonable time to fit out and lay up tugs.

ART. 10. If in the judgment of the Captain of the tug a tow can be made by working overtime providing it does not conflict with the tug's certificate of inspection, the tug will make the tow but in no case will the crew work more than sixteen (16) hours overtime in one month.

ART. 11. The Captain and Engineer shall receive pay at the rate of triple time for overtime, for the first hour or any part thereof. They shall receive a full hour's pay and pay for actual time thereafter.

ART. 12. Where the men board ashore, they will be allowed seventy-five (75) per day in lieu of board.

#### *Wage Scale.*

Wages for all ports except Chicago and South Chicago.

Twelve hours to constitute a day's work, where single crews are employed.

\$120.00 per month and board for Captains.

\$110.00 per month and board for Engineers.

\$90.00 per month and board for Mates and Second Engineers.

#### *Wages for Chicago and South Chicago.*

Thirteen (13) hours to constitute a day's work where single crews are employed.

Tugs in the Chicago River to start at 6 A. M. and work not later than 7 P. M. However, the men operating the tugs may start at any other time mutually agreed upon by both parties.

\$165.00 per month and board for Captains of tugs waiting on dredges. This applies to Chicago River only.

\$145.00 per month and board for Captains on all other tugs in Chicago and South Chicago.

\$120.00 per month and board for Engineers.

\$100.00 per month and board for Mates and Second Engineers.

#### *Winter Wage Scale for all Ports.*

Wages from Jan. 1st, to March 31st. inclusive, to be \$3.00 per day for Captains and Engineers. Ten hours or any part thereof, to constitute a day's work, except men regularly employed on the tugs waiting on dredges, who shall receive the regular monthly wage scale.

All conditions not herein mentioned to remain as heretofore.

Signed by:

The Committee of Dredge Owners Protective Association of the Great Lakes.

J. A. SMITH

S. O. DEPON

The Licensed Tugmen's Protective Association.

Signed by:

LOUIS K. WIRTH

MARTIN COLE

LEWIS HOHMANN

H. H. VROMAN

JOSEPH T. WHELAN

HENRY COOK

E. F. KEMMET

THOMAS CAREY

M. McDONOUGH

STEWART TEN EYCK

ANDREW CARROL

H. W. FLEMING

The International Longshoremen's Association.

Signed by:

T. V. O'CONNOR

This agreement also covers the following Companies: Standard Contracting Co., Cleveland, O.; Empire Engineering Corporation, Buffalo, N. Y.; Great Lakes Construction Co., Buffalo, N. Y.

#### AGREEMENT.

This agreement made and entered into at Cleveland, Ohio, this 12th of March, 1910, by and between the Licensed Tugmen's Protective Association of the International Longshoremen's Association, as party of the first part, and the Lake Erie Fish Packers and Fish Tug Owners as parties of the second part.

#### WITNESSETH.

Under the following terms and conditions, party of the first part agrees to furnish the party of the second part competent men as licensed officers at all times as far as possible (who are members of the L. T. P. A.), for services on all boats owned, controlled and operated for fishing purposes, where the U. S. Government laws require licensed men.

First party further agrees that no contract under which less wages are to be paid or more favorable terms given, shall be entered into between it and any other Company or individual owner, operating fishing boats, nor will they permit their members to work for others engaged in the same business as second party at any less wages or more favorable conditions. The party of the first part pledges itself that its members will carefully respect and carry out this provision.

1. There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against any member of the party of the first part.

2. In the event of the men having a grievance they shall continue to work and the grievance can be settled if possible by the representative of the men and the representative of the employer, if such grievance or controversy cannot be settled by them then it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer may agree, and if they cannot agree upon the third man, then the matter shall be submitted to the Grand President of the L. T. P. A. and the representatives of the Lake Erie Fish Packers and Fish Tug Owners, and if they cannot agree, then they shall choose a third disinterested man, said three shall constitute a Board of Arbitration, and a decision of the majority thereof shall be final and binding, and all parties shall abide thereby. It is expressly understood and agreed that said Arbitration Board shall meet within five days, after the matter in dispute has been submitted to them.

3. It is understood and agreed that the Captain of the tug will allow no beer or other intoxicating liquors brought aboard the tug, nor beer or other intoxicating liquors brought upon the property of the Lake Erie Tug Owners. any violation of this clause to be reported by Captain of tug in writing to owner.

1. Twelve (12) hours shall constitute a day's work.

2. When men work over twelve (12) hours a day they shall be paid 60c. per hour for overtime.

3. Captains for all ports to be paid \$117.50 per month of thirty (30) days.

4. Wages for engineers at all ports to be \$117.50 per month of thirty (30) days.

5. It is understood and agreed that the question of firemen on fish tugs shall be left with the Grievance Committee of the L. T. P. A., and their decision shall be final and binding and all parties shall abide thereby.

6. It is also understood and agreed that there shall be no discrimination in the employment of licensed men in the fitting out or laying up of boats.

7. The Captain and Engineer to have preference of all work pertaining to boat. The Captain to have supervision over and preference of all work pertaining to rig. Wages for this class of work to be \$2.75 per day of ten (10) hours.

8. It is further agreed that licensed men on fish boats carrying fish from one boat to another shall receive their board while away from home port, 35c. per meal and 50c. for bed. Also railroad fare to and from home port.

9. When Captains and Engineers do regular day's work on lake and wash boiler the same day, said Captain and Engineer to receive an extra day's pay, except on boats on which firemen are employed, in which case Captain is not to receive extra pay.

10. In case of trouble between employees and employers other than licensed men, licensed men not to lose any time for first week.

11. Licensed men washing boiler or inspecting tug to receive regular monthly wage scale, four days for laying up boats at full pay, after four days the crews to receive \$2.75 per day for their additional services.

12. This agreement to go into effect March 1st, 1910 and remain in full force and effect until March 1st, 1912.

13. It is understood and agreed that a date not later than Feb. 10th, 1912.

be agreed upon between the parties hereto, to meet at some place to be designated, to arrange a wage scale and other conditions to govern the operating of all tugs owned and controlled by the Lake Erie Fish Packers and Fish Tug Owners.

14. All conditions not herein specially mentioned to remain as heretofore.

For the Fish Tug Owners:

The Buckly Fish Co.—F. J. M.  
Booth Fisheries Co.—H. J. Knight.  
Fairport Fishing Co.—Geo. Owen, Sec.

For the L. T. P. A.:

MARTIN COLE,  
H. H. VBOMAN,  
*Grand Secretary.*

WM. MASSON,  
Cleveland.

H. W. STEER,  
Vermilion.

OLEY KRISS,  
Sandusky.

JOHN MAHER,  
Erie.

For the I. L. A.:

T. V. O'CONNOR.

This agreement, made and entered into at Buffalo, N. Y., this 18th day of March, 1910, by and between The Perry Sand Company; Fox and Hollaway; Empire Limestone Company; Benjamin Cowles and S. M. Sloan (all engaged in the sand business in the City of Buffalo), as parties of the first part, and the Licensed Tugmen's Protective Association, affiliated with the International Longshoremen's Association, as parties of the second part.

#### WITNESSETH:

Under the following terms and conditions the parties of the second part agree to furnish the parties of the first part, competent and experienced men at all times, as far as possible, and parties of the first part agree to employ only members of parties of the second part, as Captains, Engineers, Firemen and Linemen and Oilers.

First: It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the parties of the first part, or their representative, in charge of the various tugs, and the scowmen to be under the control of the Captain of the tug from the time the scow leaves the dock until scow returns to dock.

Second: There shall be no discrimination by the parties of the second part against any member of the parties of the first part, nor shall the parties of the first part discriminate against any member of the parties of the second part; where either parties think there is a discrimination, it shall be settled by arbitration.

Third: In the event of a controversy arising, or in the event of the men having a grievance, they shall continue to work and all such grievances and

controversies shall be settled, if possible, by the representatives of the men and the representative of the employers; if such controversy or grievance cannot be settled by them it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer may agree. If they cannot agree on a third disinterested man, then the matter shall be submitted to the General Organization, and the representative of the Company; if they cannot agree, they shall choose a third disinterested man and the said three shall constitute a Board of Arbitration, and the decision of the majority thereof shall be final and binding, and all parties shall abide thereby.

It is expressly understood and agreed that said Board shall meet within five (5) days after the occurrence of the difference requiring arbitration has been submitted to them.

Fourth: It is understood and agreed that no beer or other intoxicating liquors will be permitted on the property of the Company. For a violation of this clause the guilty parties may be suspended or discharged.

Fifth: Where any man, or men, cause a wilful loss to any party of the first part, said man, or men, shall pay to party of the first part, the amount of such loss. If said man, or men, refuse to pay such loss they shall be expelled from the organization to which they belong, and remain expelled until such loss is paid by them; said loss to be determined by the Arbitration Board provided for in case of controversies and grievances.

Sixth: When crews work on Sunday, or such holidays as is hereafter provided for, they shall receive double time; this does not include washing boiler on Sunday, which shall be done at regular wages. The crew to work every other Sunday, but no oftener.

Seventh: Crews shall have the following holidays off with full pay: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

Eighth: Twelve (12) hours shall constitute a day's work, where single crews are employed, 50 cents per hour to be paid for each hour, or fractional part of an hour, worked after quitting time.

Ninth: Tugs to start as near 6 A. M. as possible, until August 15th, when the Company may change time of starting if they deem it necessary. If weather prevents getting load, crews shall start at an earlier hour next morning, if the Companies desire it.

Tenth: It is understood and agreed that a date not later than....., 1911, is agreed upon between parties hereto to meet for the purpose of arranging wage scale and other conditions to take effect from the expiration of this agreement.

#### "EXHIBIT A" WAGE SCALE.

We, the Licensed Tugmen's Protective Association, do hereby accept the following scale and conditions for the year ending March 31st, 1911.

1. Wages for Captains shall be \$120.00 per month, 30 days, with board.
2. Wages for Engineers shall be \$110.00 per month, 30 days, with board.
3. Where men board ashore they shall be allowed seventy-five (75c.) cents per day for board.
4. Wages for Mates and Second Engineers shall be \$90.00 per month for thirty (30) days, and board. Tugs carrying Mates and Second Engineers



can be operated 24 hours per day. Accommodation shall be furnished aboard tugs for such crews.

It is understood and agreed that the men shall be allowed a reasonable time to fit out and lay up tugs and boats.

#### WINTER WAGES.

Wages from January 1st to March 1st shall be \$3.00 per day for Captains and Engineers. Ten (10) hours or any part thereof to constitute a day's work.

Regular monthly wages to be paid to all Captains and Engineers during the winter season while tugs are in commission.

This agreement takes effect March 31st, 1910, and remain in full force and effect until March 31st, 1911.

All conditions not herein mentioned to remain as heretofore.

In witness whereof the parties by their representatives, duly authorized, have hereto affixed their names.

Signed for Perry Sand Company:

Fox and Holloway,  
Empire Limestone Company,  
Benjamin Cowles,  
S. M. Sloan,  
PERRY SAND CO.,  
EMPIRE LIMESTONE CO.,  
D. Hyman.

D. HYMAN & Co.,  
PERRY SAND CO.,

D. J. Perry, *Pres.*

SAMUEL M. SLOAN,  
BENJ. L. COWLES.

Signed for the Licensed Tugmen's Pro. Assn.:

MARTIN COLE,  
H. H. VROMAN,  
TIMOTHY HIGGINS.

Signed for Int. Longshoremen's Assn.:

T. V. O'CONNOR.

This agreement, made and entered into at Buffalo, N. Y., this ..... day of March, 1910, by and between the Licensed Tugmen's Protective Association, affiliated with the International Longshoremen's Association, as party of the first part, and the Point Abino Sand Company, owning and operating self-propelling sand suckers, as party of the second part,

#### WITNESSETH:

Under the following terms and conditions the party of the first part agrees to furnish the party of the second part, competent and experienced men at all times, and the party of the second part agrees, to employ only members of parties of the first part as Captains, Engineers, Firemen and Oilers:

1. It is understood and agreed that all men employed under this agreement, shall while on duty be under the direction and control of the party of the second part, or their representatives in charge of the various sand suckers.

2. There shall be no discrimination by party of the first part against any member of party of the second part, nor shall the party of the second part discriminate against any member of parties of the first part; where either party thinks there is a discrimination it shall be settled by arbitration.

3. In the event of a controversy arising, or in the event of the men having a grievance, they shall continue to work and all such grievances and controversies will be settled, if possible, by the representative of the men and the representative of the employer; if such grievances and controversies cannot be settled by them then they shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representative of the employer may agree, if they cannot agree on a third man, then the matter shall be submitted to the General Organization, and the representative of the Company. If they cannot agree they shall choose a third disinterested man and the said three shall constitute a Board of Arbitration, and the decision of the majority thereof shall be final and binding, and all parties shall abide thereby. It is expressly understood and agreed that such Arbitration Board shall meet within five days after the difference requiring arbitration has been submitted to them.

4. It is understood and agreed that no beer or other intoxicating liquors will be permitted on the property of the Company. For a violation of this clause the guilty party may be suspended or discharged.

5. Where any man, or men, causes a wilful loss to party of the second part, said man, or men, shall pay to party of the second part the amount of such loss. If said man, or men, refuses to pay such loss he (or they) shall be expelled from the organization to which they belong and remain expelled until such loss is paid by them; said loss to be determined by the Board of Arbitration provided for controversies and grievances.

6. When crews work on Sunday, or holidays, as hereinafter provided for, they shall receive double time. This does not include boiler washing on Sunday, which work shall be done at regular wages. The crew to work every other Sunday, but no oftener.

7. Crews shall have the following holidays off with full pay: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

8. Twelve (12) hours shall constitute a day's work. 50 cents per hour to be paid for each hour, or fractional part of an hour, after regular quitting time.

9. Self-propelling Sand Suckers, may start at whatever time the Captain considers practicable.

#### WAGE SCALE.

1. When Captains are paid by the year they shall receive \$1,450.00 per year.

2. When Engineers are paid by the year, they shall receive \$1,350.00 per year.

Regular wages to be paid to all Captains and Engineers during the winter season while boats are in commission.

When Captains are paid by the month they shall receive \$. . . . . per month of thirty (30) days.

When Engineers are paid by the month they shall receive \$. . . . . per month of thirty (30) days.

All conditions not herein mentioned to remain as heretofore.

This agreement takes effect April 1st, 1910, and to remain in full force until March 31st, 1911.

IN WITNESS WHEREOF, the parties by their representatives duly authorized, have hereunto affixed their names.

The Point Abino Sand Company:

ALLEN I. HOLLOWAY.

Licensed Tugmen's Protective Association:

H. H. VORMAN.

International Longshoremen's Association:

T. V. O'CONNOR.

*Handwritten signature and date:*  
11/16/11









